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DEMOGRAPHIC COMPARISONS

SALARY BY SPECIALTY

ACADEMIC PRACTICE SALARIES

EXPERIENCE COMPARISON

SALARY BY SIZE AND TYPE OF MEDICAL GROUP

SALARY BY PATIENT CARE HOURS PER WEEK

Medical Group Management Association

PHYSICIAN COMPENSATION SURVEY REPORT

With Support from
Cejka & Company
St. Louis, Missouri

CENTER FOR RESEARCH
IN AMBULATORY
HEALTH CARE ADMINISTRATION

PHYSICIAN COMPENSATION
SURVEY REPORT

Results of a 1987 survey of physician compensation for calendar year 1986.

This report presents the results of a survey conducted by the Center for Research in Ambulatory Health Care Administration (CRAHCA) of the Medical Group Management Association (MGMA) membership with support from Cejka & Company of St. Louis, Missouri.

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Medical Group Management Association
1987 Physician Compensation Survey Based on 1986 Data

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Physician Compensation Survey Report

The *Physician Compensation Survey Report* is based on medical group physician compensation information for calendar or fiscal year 1986 as reported by MGMA member groups during August and September 1987. The development of the Physician Compensation Survey questionnaire and the analysis of responses was supported by a grant from Cejka & Company to the Center for Research in Ambulatory Health Care Administration (CRAHCA). Cejka & Company is a national consulting firm headquartered in St. Louis, Missouri, that specializes in physician compensation and recruiting consultations. The Physician Compensation Survey questionnaire is reprinted on page 31 of this report.

How the Survey Was Conducted

Survey questionnaires were mailed to all 3,200 Medical Group Management Association (MGMA) member groups in August 1987. By September 1987, 682 questionnaires representing 9662 physicians had been returned for a response rate of 21.3 percent.

This report is copyrighted by the Center for Research in Ambulatory Health Care Administration, the research arm of the Medical Group Management Association. If you have a question concerning the survey results, or comments on how this report or the survey questionnaire could be improved, pleased contact the MGMA/ CRAHCA staff. A brief evaluation form can be found on page 32 of this report. Please feel free to photocopy the form, answer the questions, and return it to CRAHCA, so we can incorporate your suggestions in future surveys.

Your continued cooperation and support by participating in your Association's surveys are appreciated.

How to Use and Interpret This Report

The *Physician Compensation Survey Report* is designed to assist physicians and administrators to evaluate the patterns of compensation of medical group physicians. This report contains 15 salary tables and 18 graphs. Each set of graphs highlights selected data from the preceding table.

When analyzing the data and using it for comparative purposes, please keep in mind the following definitions and caveats:

1. Physician salary is defined as the gross dollar amount paid in fiscal/calendar year 1986 to physicians for medical services rendered including any incentive payments, bonuses, profit sharing, and nonqualified deferred compensation. Physician salary does not include the dollar value of fringe benefits offered such as retirement, vacation, life insurance, medical insurance, and automobile usage.
2. The data in this report is for full-time physicians only. In order to maximize the probability that the data does indeed represent full-time physicians only, the CRAHCA staff excluded from all analyses data for physicians whose income was reported to be less than $25,000 per year. In addition, when "patient care hours per week" was used to disaggregate the information in a table, the CRAHCA staff excluded from the analysis all physicians whose patient care hours per week were reported to be less than 20 hours.
3. Unless otherwise noted, all the tables in this report exclude data for academic physicians.
4. Special training/fellowship is defined as additional education undertaken to extend a physician's knowledge and expertise in a particular area within his or her specialty. Special training/fellowship is in addition to the continuing education requirements necessary to remain up-to-date in a specialty.
5. Professional service production is defined as the gross charge recorded for a physician's "hands-on" care and the professional interpretation fee associated with diagnostic tests. Professional service production does not include ancillary services charges.
6. In order to insure anonymity in this survey report, data are suppressed when the number of valid cases in any table category is less than six. This situation is indicated with an asterisk. A period indicates that there are no valid cases in a given table category.
7. In order to provide the most accurate statistics for physician compensation, **median** salaries were used throughout the tables and graphs in the report. Simply stated, the median is the midpoint of all responses by participants. Use of median salaries as the reported statistic reduces the distortion that may occur when extremely high or low salaries were reported.
8. Extreme caution should be used in interpreting the data in this report. All data from the *Physician Compensation Survey Report* are compiled from questionnaires **voluntarily** returned by MGMA member groups responding to the survey. No effort whatsoever was made to design, implement, and enforce a stratified random sampling procedure that would help ensure that the data presented in this report are representative of MGMA group practices in general. Due to the voluntary nature of the responses to this survey, there is most likely an element of self-selection bias in the survey results. Therefore, any generalizations made concerning physicians employed by MGMA member groups, or the United States physician population as a whole, should be regarded with caution. In essence, these results are only valid for the MGMA member groups voluntarily participating in this survey. To assist the user in evaluating this possible bias, the demographic and financial profile of responding medical groups is compared with the overall MGMA membership demographics and the 1987 MGMA Cost Survey financial information.
9. Additional caution should be used when interpreting results for any table category where the number of valid cases is less than 20. For categories with small sample sizes, additional observations could significantly change the results.

Demographic Profile and Summary Statistics of Survey Respondents

Part I. Comparison of Survey Respondents to the MGMA Membership

Table A: Geographic Distribution (MGMA Section)

	Survey Respondents	MGMA Membership
Canada	0.7%	1.2%
Eastern	17.9%	19.1%
Midwest	30.7%	24.7%
Southern	27.7%	30.4%
Western	23.0%	24.6%

Table B: Size of Medical Group (Number of FTE Physicians)

	Survey Respondents	MGMA Membership
Less than 6	35.9%	42.3%
6-15	34.1%	34.7%
16-50	23.1%	16.0%
Over 50	6.9%	7.0%

Table C: Type of Medical Group

	Survey Respondents	MGMA Membership
Multispecialty	44.6%	40.5%
Single Specialty	55.4%	59.5%

Table D: Medical Group Affiliation

	Survey Respondents	MGMA Membership
Freestanding	86.1%	82.5%
University	2.4%	4.8%
Prepaid Health Care System	2.8%	0.7%
Government	0.4%	0.4%
Hospital	5.3%	7.9%
Other	3.0%	3.7%

Table E: Legal Organization

	Survey Respondents	MGMA Membership
Professional Corporation	73.7%	71.8%
Partnership	10.8%	12.4%
Nonprofit Organization	6.2%	8.6%
Sole Proprietorship	0.4%	0.7%
Business Corporation	6.5%	4.1%
Other	2.4%	2.4%

Table F: Percentage of Group Revenue Derived from HMO/PPO Contracts

	Survey Respondents	MGMA Membership*
None	24.7%	45.7%
1-15%	46.0%	35.3%
16-35%	18.7%	10.5%
36-50%	6.1%	3.1%
51-90%	3.0%	3.6%
Over 90%	1.5%	1.8%

*Percentages are of **prepaid** revenue only.

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1987 Physician Compensation Survey Based on 1986 Data

Part II. Comparison of Survey Statistics to the 1987 MGMA Cost Survey[1]

Table G: Medical Group Revenue and Physician Compensation (Mean Value)

	Survey Respondents	1987 Cost Survey Report
Total Cash Collections	$5,701,192	$6,674,182
Total Physician Payroll Expense	$2,266,401	$2,235,639*
Total Physician Fringe Benefit Expense	$ 351,108	$ 485,315

*This amount also includes funds retained to increase equity.

Table H: Retained Funds Used to Increase Equity (Percentage of Total Cash Collections)

	Survey Respondents	1987 Cost Survey Report
No Funds Retained	62.1%	59.7%
Less than 2%	17.0%	14.7%
2-5%	15.4%	19.8%
6-10%	3.4%	4.0%
Over 10%	2.1%	1.8%

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[1] *MGMA 1987 Cost and Production Survey Report*, Medical Group Management Association, 1355 South Colorado Boulevard, Suite 900, Denver, Colorado 80222-3331.

Part III. Physician Compensation Methods of Survey Respondents

Table I: Type of Compensation Plan

100% equal share	9.7%
Straight salary	6.0%
Salary plus bonus	22.2%
50% or less productivity based	8.4%
51-70% productivity based	8.7%
71-90% productivity based	12.4%
100% productivity based	21.2%
Other	11.4%

Table J: Planned Changes to Physician Compensation Method

No change planned	78.2%
Increase percentage based on production	8.4%
Decrease percentage based on production	2.9%
Move to salary based system	1.4%
Other	9.1%

Table K: Compensation Method during Physician's First Year of Practice

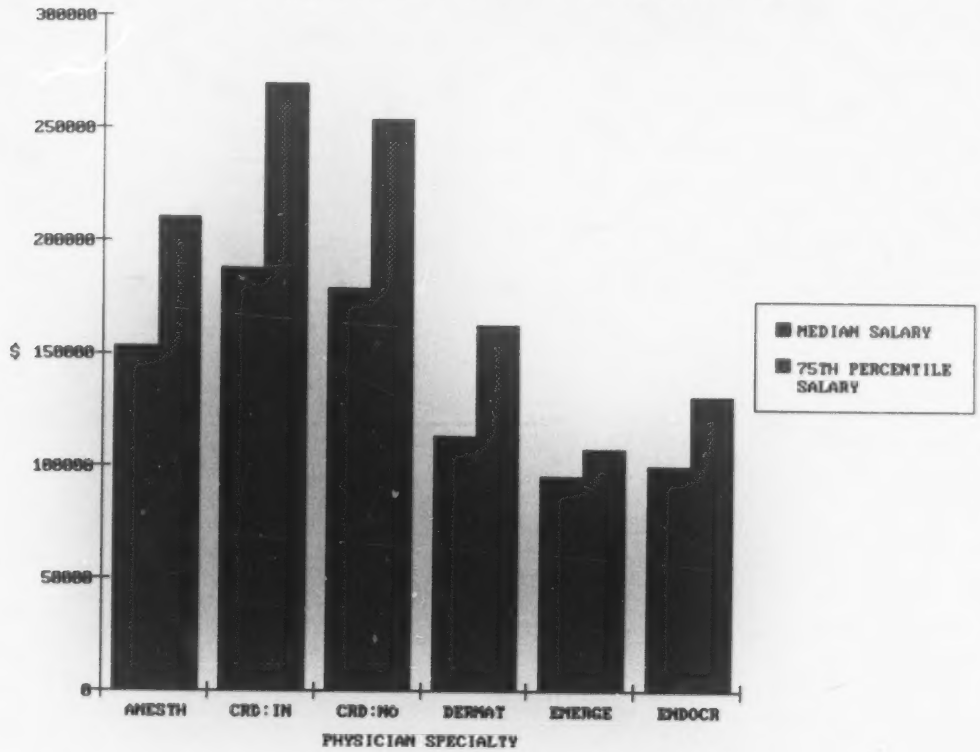
Straight salary	60.3%
Guarantee with discounted percentage of group formula	12.2%
Guarantee with same formula as rest of group	11.6%
Other	15.9%

Table 1: Physician Salaries by Specialty

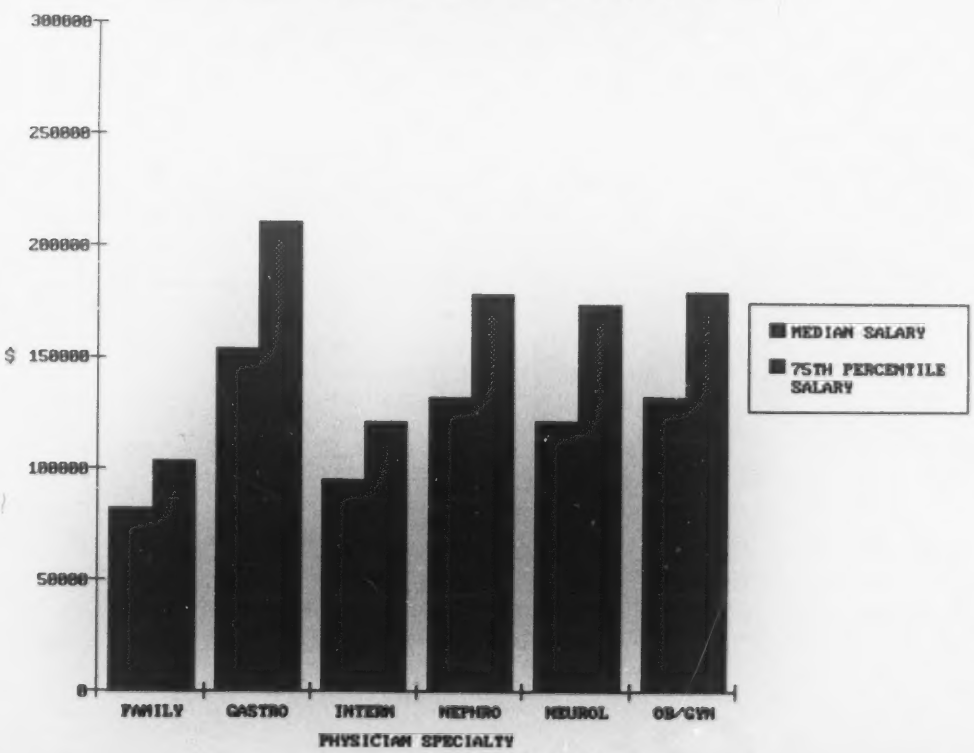
	PHYSICIAN SALARY				
	NUMBER OF VALID CASES	MEAN SALARY	25TH PERCENTILE	MEDIAN SALARY	75TH PERCENTILE
PHYSICIAN SPECIALTY CATEGORY					
ALLERGY	78	$115,199	$87,000	$111,500	$138,000
ANESTHESIOLOGY	244	$176,357	$120,000	$153,500	$210,936
CARDIOLOGY: INVASIVE	109	$213,332	$132,000	$189,000	$270,000
CARDIOLOGY: NON-INVASIVE	302	$224,730	$126,500	$179,637	$254,000
DERMATOLOGY	150	$137,436	$86,733	$113,500	$163,000
EMERGENCY MEDICINE	132	$97,422	$86,250	$96,000	$108,000
ENDOCRINOLOGY	85	$110,341	$82,920	$100,500	$131,205
FAMILY PRACTICE	1,499	$89,264	$68,266	$82,145	$103,000
GASTROENTEROLOGY	261	$169,437	$111,315	$154,000	$210,000
GYNECOLOGY	36	$142,973	$79,000	$120,000	$187,500
INFECTIOUS DISEASE	38	$126,557	$92,500	$117,436	$140,000
INTERNAL MEDICINE	1,301	$102,128	$74,705	$95,000	$121,330
NEONATAL MEDICINE	15	$208,869	$116,000	$181,000	$300,000
NEPHROLOGY	85	$153,168	$97,856	$132,000	$177,864
NEUROLOGY	170	$145,067	$95,000	$120,750	$173,000
NUCLEAR MEDICINE	9	$159,269	$112,000	$155,365	$192,100
OBSTETRICS/GYNECOLOGY	687	$148,073	$100,364	$132,000	$179,000
OCCUPATIONAL MEDICINE	23	$84,880	$64,024	$75,000	$109,615
ONCOLOGY/HEMATOLOGY	250	$131,543	$95,500	$121,347	$152,165
OPHTHALMOLOGY	244	$215,566	$115,395	$170,500	$269,040
OTOLARYNGOLOGY	191	$157,402	$110,651	$140,000	$191,000
PATHOLOGY	127	$158,616	$125,000	$148,000	$184,200
PEDIATRICS	693	$92,445	$70,100	$87,500	$110,000
PHYSICAL MEDICINE	11	$100,066	$91,000	$92,500	$111,000
PSYCHIATRY	121	$98,329	$77,000	$92,500	$108,000
PULMONARY DISEASE	147	$130,635	$99,000	$125,000	$160,000
RADIOLOGY	443	$198,288	$128,000	$198,116	$240,348
RADIOLOGY: THERAPEUTIC	25	$190,008	$104,000	$161,000	$280,000
RHEUMATOLOGY	110	$114,185	$84,000	$105,285	$130,000
SURGERY: CARDIOVASCULAR	77	$332,209	$206,000	$298,000	$394,000
SURGERY: COLON/RECTAL	15	$209,978	$90,000	$192,000	$288,000
SURGERY: GENERAL	539	$154,350	$106,000	$133,373	$188,000
SURGERY: NEUROLOGICAL	59	$260,429	$158,000	$232,000	$336,672
SURGERY: ORAL	11	$149,136	$104,000	$126,000	$209,000
SURGERY: ORTHOPEDIC	609	$222,977	$143,430	$192,000	$282,000
SURGERY: PLASTIC	31	$194,977	$128,000	$173,000	$228,755
SURGERY: THORACIC	58	$241,631	$172,000	$209,500	$300,000
UROLOGY	201	$168,075	$107,146	$143,827	$192,302

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

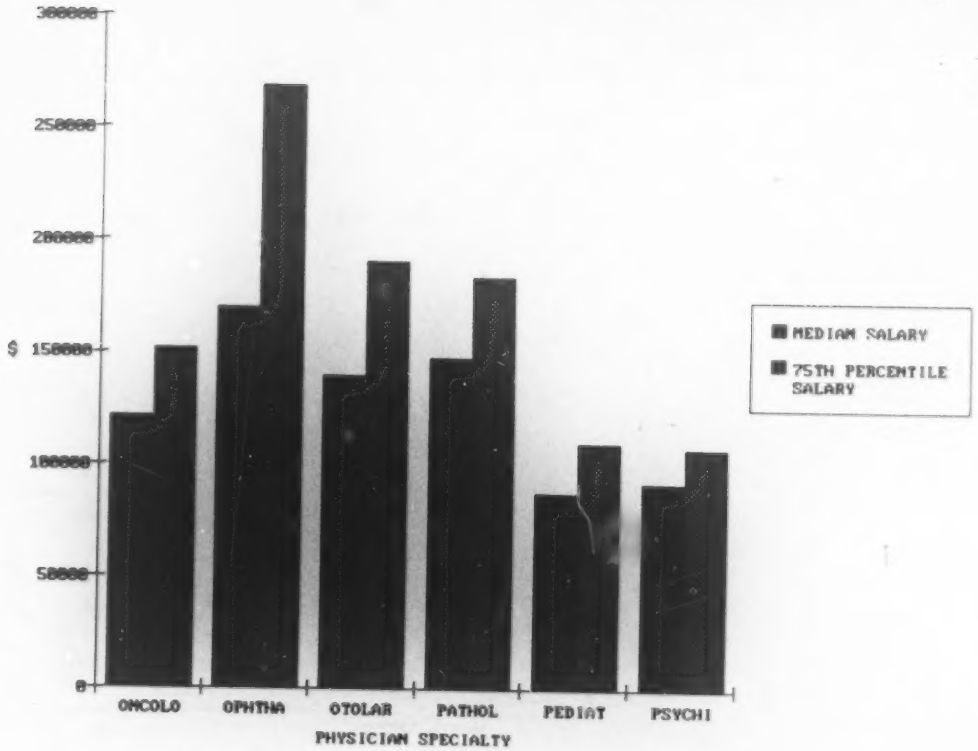
Graph 1A: Physician Salaries by Specialty



Graph 1B: Physician Salaries by Specialty



Graph 1C: Physician Salaries by Specialty



Graph 1D: Physician Salaries by Specialty

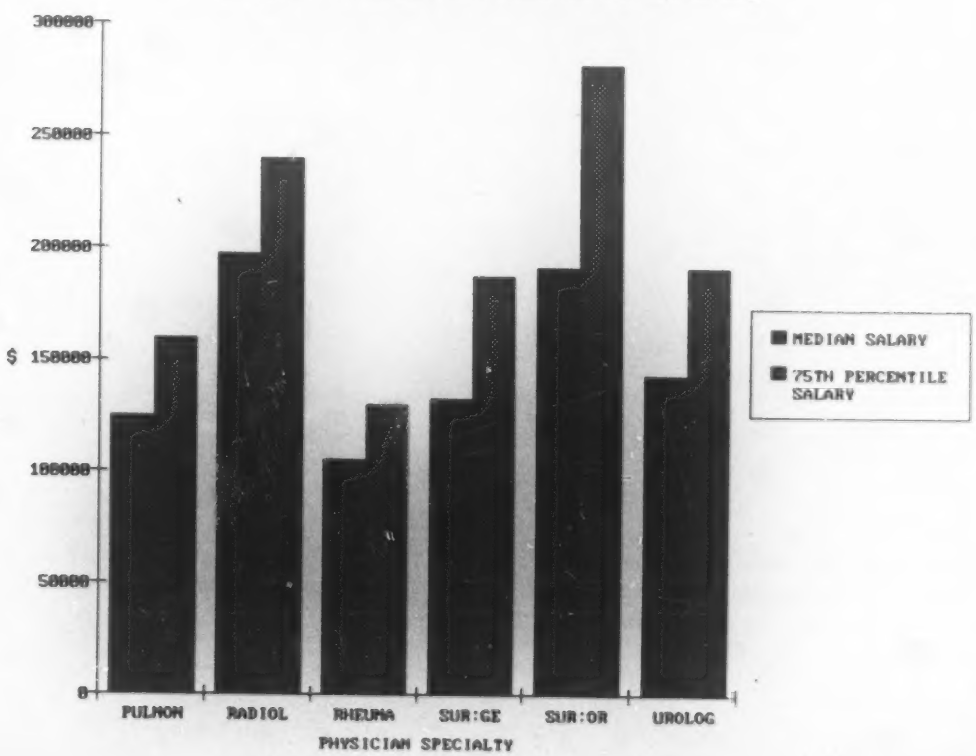


Table 2: Academic Physician Salaries by Specialty

	PHYSICIAN SALARY				
	NUMBER OF VALID CASES	MEAN SALARY	25TH PERCENTILE	MEDIAN SALARY	75TH PERCENTILE
PHYSICIAN SPECIALTY CATEGORY					
ANESTHESIOLOGY	2	*	*	*	*
CARDIOLOGY: NON-INVASIVE	4	*	*	*	*
DERMATOLOGY	2	*	*	*	*
EMERGENCY MEDICINE	5	*	*	*	*
ENDOCRINOLOGY	4	*	*	*	*
FAMILY PRACTICE	16	$76,659	$58,900	$74,058	$86,817
GASTROENTEROLOGY	2	*	*	*	*
GYNECOLOGY	2	*	*	*	*
INFECTIOUS DISEASE	2	*	*	*	*
INTERNAL MEDICINE	10	$81,723	$57,600	$70,500	$120,500
NEONATAL MEDICINE	3	*	*	*	*
NEPHROLOGY	2	*	*	*	*
NEUROLOGY	3	*	*	*	*
OBSTETRICS/GYNECOLOGY	16	$104,243	$80,000	$100,489	$123,500
ONCOLOGY/HEMATOLOGY	9	$84,092	$67,000	$99,937	$100,750
OPHTHALMOLOGY	5	*	*	*	*
OTOLARYNGOLOGY	5	*	*	*	*
PATHOLOGY	1	*	*	*	*
PEDIATRICS	9	$69,780	$50,000	$58,224	$80,000
PHYSICAL MEDICINE	2	*	*	*	*
PSYCHIATRY	23	$85,771	$77,000	$88,000	$100,000
PULMONARY DISEASE	2	*	*	*	*
RADIOLOGY	3	*	*	*	*
RHEUMATOLOGY	3	*	*	*	*
SURGERY: CARDIOVASCULAR	3	*	*	*	*
SURGERY: GENERAL	15	$109,389	$40,000	$87,000	$129,000
SURGERY: NEUROLOGICAL	2	*	*	*	*
SURGERY: ORTHOPEDIC	6	$151,993	$135,775	$138,754	$208,043
SURGERY: PLASTIC	4	*	*	*	*
SURGERY: THORACIC	2	*	*	*	*
UROLOGY	2	*	*	*	*

Note: Data for physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 3: Median Physician Salaries by Size of Medical Group for Multispecialty Groups Only

	NUMBER OF FTE PHYSICIANS CATEGORY					
	1.0 TO 15.0 FTE PHYSICIANS		15.1 TO 50.0 FTE PHYSICIANS		50.1 OR MORE FTE PHYSICIANS	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
PHYSICIAN SPECIALTY CATEGORY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
ALLERGY	3	*	27	$100,000	45	$114,000
ANESTHESIOLOGY		.	33	$200,000	89	$138,000
CARDIOLOGY: INVASIVE	3	*	20	$127,000	46	$174,500
CARDIOLOGY: NON-INVASIVE	21	$139,000	83	$179,000	74	$147,021
DERMATOLOGY	3	*	50	$125,881	81	$118,874
EMERGENCY MEDICINE	1	*	22	$81,000	80	$96,000
ENDOCRINOLOGY	3	*	28	$95,191	45	$103,000
FAMILY PRACTICE	303	$86,000	458	$82,935	473	$83,000
GASTROENTEROLOGY	34	$147,000	78	$161,600	95	$130,000
GYNECOLOGY	1	*	7	$80,000	8	$208,000
INFECTIOUS DISEASE	1	*	12	$124,000	22	$114,225
INTERNAL MEDICINE	181	$88,000	528	$95,500	393	$96,000
NEONATAL MEDICINE		.	3	*	4	*
NEPHROLOGY	7	$260,000	26	$121,500	34	$108,500
NEUROLOGY	9	$85,000	57	$129,000	73	$115,000
NUCLEAR MEDICINE		.	1	*	7	$155,365
OBSTETRICS/GYNECOLOGY	54	$124,500	265	$133,000	218	$121,250
OCCUPATIONAL MEDICINE		.	7	$87,049	12	$77,724
ONCOLOGY/HEMATOLOGY	27	$134,423	67	$123,767	112	$117,000
OPHTHALMOLOGY	8	$159,788	71	$171,000	93	$134,000
OTOLARYNGOLOGY	7	$142,000	64	$133,000	80	$145,608
PATHOLOGY	9	$184,200	9	$140,610	60	$141,667
PEDIATRICS	49	$75,000	289	$85,981	274	$91,900
PHYSICAL MEDICINE		.		.	11	$92,500
PSYCHIATRY	1	*	20	$98,000	76	$92,500
PULMONARY DISEASE	20	$94,500	52	$126,040	51	$114,000
RADIOLOGY	5	*	46	$122,500	152	$171,839
RADIOLOGY: THERAPEUTIC		.	2	*	14	$112,000
RHEUMATOLOGY	7	$84,000	36	$103,343	44	$98,788
SURGERY: CARDIOVASCULAR	10	$526,391	7	$400,000	31	$220,690
SURGERY: COLON/RECTAL		.	2	*	10	$273,627
SURGERY: GENERAL	103	$116,267	229	$141,000	160	$135,000
SURGERY: NEUROLOGICAL	3	*	4	*	33	$181,000
SURGERY: ORAL		.	4	*	7	$112,000
SURGERY: ORTHOPEDIC	19	$169,000	115	$171,000	150	$165,500
SURGERY: PLASTIC		.	5	*	24	$173,000
SURGERY: THORACIC	2	*	11	$190,000	21	$184,000
UROLOGY	9	$116,000	72	$141,000	81	$142,035

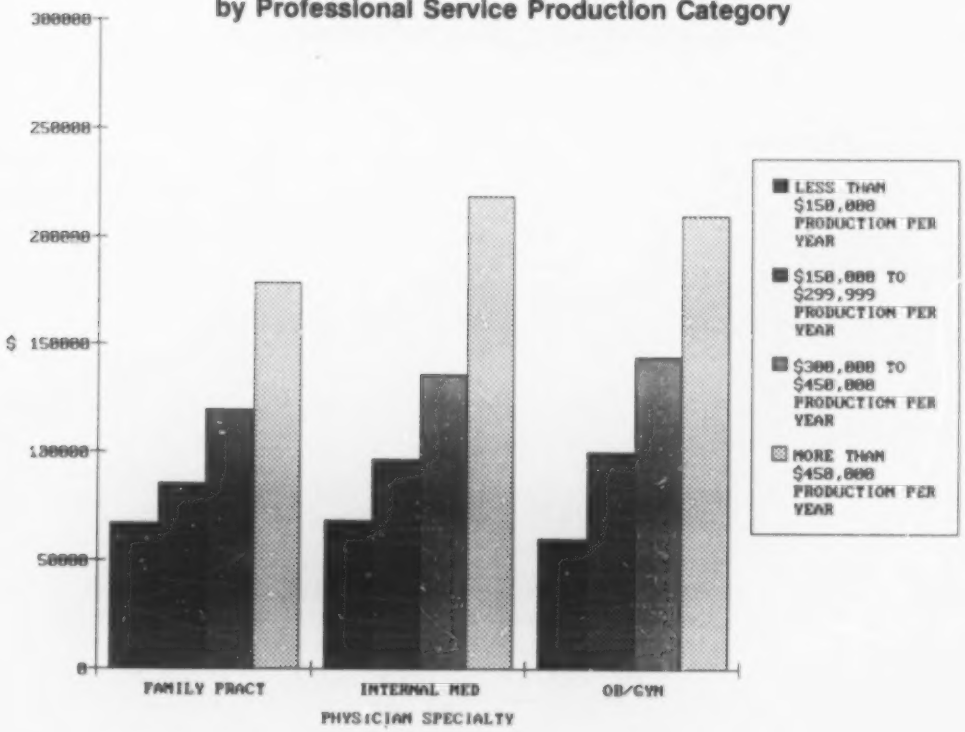
Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 4: Median Physician Salaries by Professional Service Production Category

	PROFESSIONAL SERVICE PRODUCTION CATEGORY							
	LESS THAN $150,000 PER YEAR		$150,000 TO $299,999 PER YEAR		$300,000 TO $450,000 PER YEAR		MORE THAN $450,000 PER YEAR	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY								
ALLERGY	9	$83,143	41	$111,000	14	$137,500	4	*
ANESTHESIOLOGY	4	*	52	$122,895	71	$160,000	42	$185,193
CARDIOLOGY: INVASIVE	2	*	11	$97,100	37	$173,000	51	$255,000
CARDIOLOGY: NON-INVASIVE	6	$124,000	62	$119,297	88	$168,744	123	$260,000
DERMATOLOGY	11	$64,000	55	$102,500	39	$150,000	27	$235,000
EMERGENCY MEDICINE	31	$91,000	51	$99,000	8	$129,494		.
ENDOCRINOLOGY	14	$77,949	50	$99,917	11	$156,000	4	*
FAMILY PRACTICE	292	$67,695	796	$86,000	126	$120,000	21	$179,000
GASTROENTEROLOGY	2	*	54	$115,000	102	$152,625	79	$223,230
GYNECOLOGY	6	$50,989	12	$95,175	12	$180,000	4	*
INFECTIOUS DISEASE	7	$92,102	21	$114,449	8	$125,773	2	*
INTERNAL MEDICINE	199	$69,000	761	$97,000	155	$136,950	29	$219,000
NEONATAL MEDICINE	1	*	3	*	8	$247,269	1	*
NEPHROLOGY	5	*	39	$120,000	19	$137,000	10	$304,544
NEUROLOGY	12	$81,996	88	$104,000	49	$177,000	14	$245,282
NUCLEAR MEDICINE		.	2	*	2	*	1	*
OBSTETRICS/GYNECOLOGY	11	$61,000	170	$100,500	240	$144,810	154	$210,250
OCCUPATIONAL MEDICINE	12	$71,000	6	$116,524	1	*		.
ONCOLOGY/HEMATOLOGY	13	$75,000	127	$107,815	66	$142,138	24	$186,107
OPHTHALMOLOGY	8	$60,847	42	$100,500	57	$162,780	110	$265,040
OTOLARYNGOLOGY	6	$88,500	46	$108,500	70	$141,000	56	$226,713
PATHOLOGY		.	16	$159,020	33	$164,000	14	$258,975
PEDIATRICS	108	$61,310	368	$90,000	76	$133,000	5	*
PHYSICAL MEDICINE	1	*	8	$92,500	1	*	1	*
PSYCHIATRY	26	$71,500	64	$97,942	9	$142,769	1	*
PULMONARY DISEASE	5	*	74	$110,000	50	$155,902	8	$220,000
RADIOLOGY		.	30	$123,500	106	$200,000	135	$210,000
RADIOLOGY: THERAPEUTIC		.	6	$111,500	1	*	6	$301,500
RHEUMATOLOGY	17	$72,000	70	$100,843	17	$153,000	2	*
SURGERY: CARDIOVASCULAR		.	1	*	9	$200,000	55	$304,000
SURGERY: COLON/RECTAL	2	*	2	*	1	*	10	$273,627
SURGERY: GENERAL	9	$80,000	133	$102,944	227	$141,000	112	$221,000
SURGERY: NEUROLOGICAL	1	*	2	*	11	$153,000	42	$279,000
SURGERY: ORAL		.	2	*	7	$126,000	2	*
SURGERY: ORTHOPEDIC	4	*	45	$119,000	161	$161,000	341	$259,439
SURGERY: PLASTIC		.	5	*	7	$142,000	15	$198,171
SURGERY: THORACIC	2	*	3	*	14	$194,000	37	$264,079
UROLOGY	6	$74,215	53	$104,000	83	$157,000	46	$228,983

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Graph 4A: Median Physician Salaries by Professional Service Production Category



Graph 4B: Median Physician Salaries by Professional Service Production Category

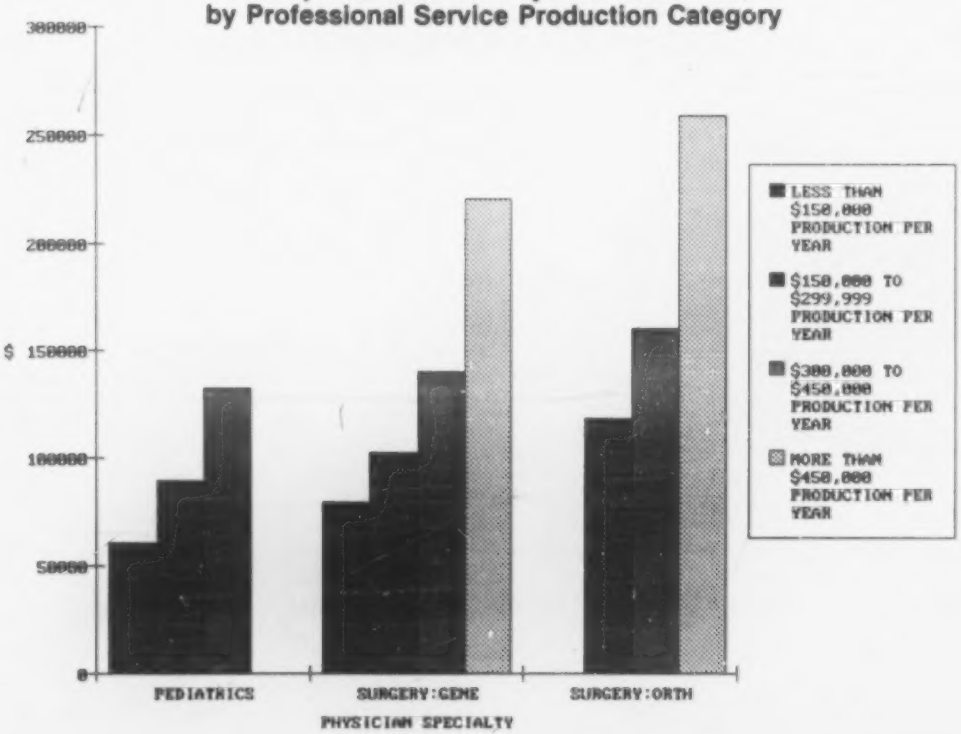
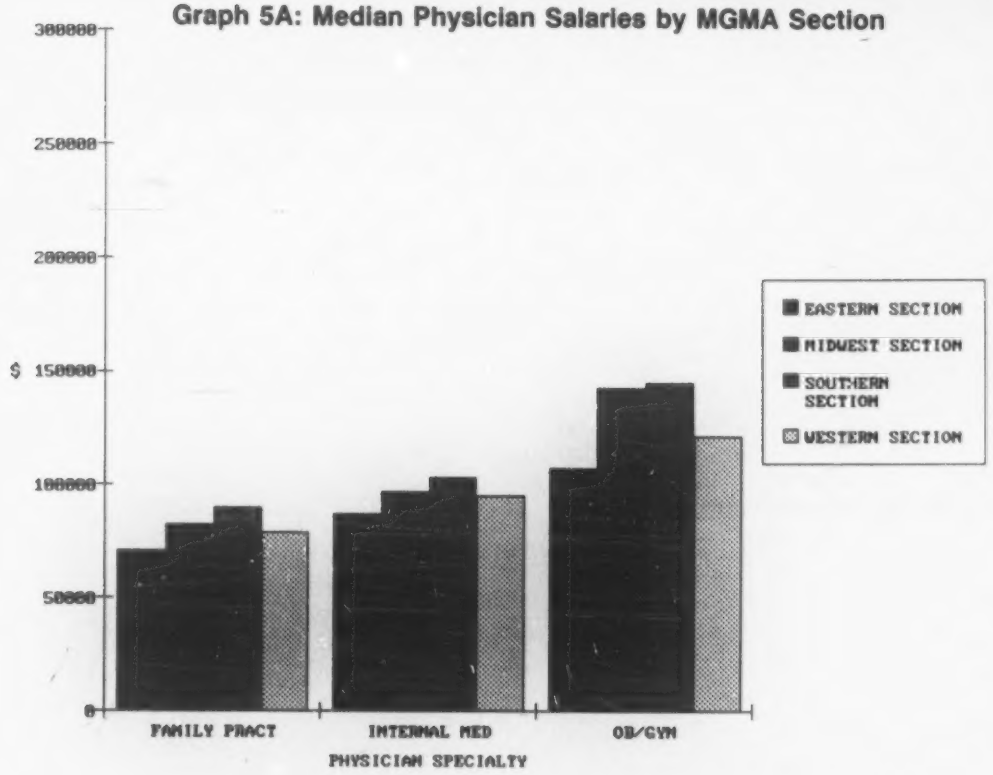


Table 5: Median Physician Salaries by MGMA Section

	MGMA SECTION							
	EASTERN SECTION		MIDWEST SECTION		SOUTHERN SECTION		WESTERN SECTION	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY								
ALLERGY	11	$98,020	26	$112,353	10	$116,500	25	$104,104
ANESTHESIOLOGY	48	$138,000	29	$189,000	88	$207,971	63	$119,690
CARDIOLOGY: INVASIVE	16	$155,500	34	$173,000	33	$285,000	20	$180,500
CARDIOLOGY: NON-INVASIVE	62	$160,000	82	$226,000	80	$192,695	69	$145,000
DERMATOLOGY	19	$95,900	49	$118,874	32	$149,000	44	$103,465
EMERGENCY MEDICINE	24	$98,000	27	$92,000	20	$98,133	54	$96,136
ENDOCRINOLOGY	18	$95,746	14	$112,327	20	$105,000	25	$97,000
FAMILY PRACTICE	119	$71,000	561	$82,500	285	$90,108	447	$79,442
GASTROENTEROLOGY	55	$142,000	61	$158,000	70	$199,256	57	$137,000
GYNECOLOGY	3	*	12	$111,000	13	$120,000	8	$187,500
INFECTIOUS DISEASE	11	$125,000	7	$111,000	10	$120,820	8	$109,222
INTERNAL MEDICINE	180	$86,988	472	$97,000	271	$103,000	325	$95,000
NEONATAL MEDICINE	1	*	5	*	1	*	6	$315,000
NEPHROLOGY	19	$140,000	17	$118,000	19	$182,428	21	$97,152
NEUROLOGY	23	$99,000	57	$141,000	35	$112,030	40	$122,750
NUCLEAR MEDICINE		.	1	*	3	*	3	*
OBSTETRICS/GYNECOLOGY	88	$107,530	235	$143,000	161	$145,276	184	$121,350
OCCUPATIONAL MEDICINE	1	*	5	*	10	$97,330	7	$68,000
ONCOLOGY/HEMATOLOGY	55	$139,000	65	$128,000	57	$129,900	54	$101,756
OPHTHALMOLOGY	21	$172,000	59	$172,000	61	$189,000	93	$168,285
OTOLARYNGOLOGY	27	$145,306	64	$149,500	54	$157,000	39	$112,000
PATHOLOGY	9	$184,200	26	$136,000	54	$173,578	26	$125,000
PEDIATRICS	120	$82,109	243	$89,000	136	$86,975	177	$89,000
PHYSICAL MEDICINE	1	*	1	*	1	*	1	*
PSYCHIATRY	20	$83,500	46	$99,500	21	$98,884	23	$84,690
PULMONARY DISEASE	29	$145,000	34	$125,340	42	$129,700	33	$107,000
RADIOLOGY	38	$151,500	77	$224,000	121	$200,000	178	$194,800
RADIOLOGY: THERAPEUTIC	1	*	5	*	7	$123,038	6	$254,000
RHEUMATOLOGY	14	$84,000	32	$110,000	31	$113,000	25	$100,000
SURGERY: CARDIOVASCULAR	22	$294,850	16	$268,500	18	$392,500	16	$314,300
SURGERY: COLON/RECTAL		.	4	*	7	$90,000	3	*
SURGERY: GENERAL	62	$125,936	212	$129,743	128	$155,000	123	$121,578
SURGERY: NEUROLOGICAL	3	*	19	$231,022	19	$332,300	14	$232,200
SURGERY: ORAL		.	7	$173,000	2	*		.
SURGERY: ORTHOPEDIC	88	$171,000	164	$210,000	170	$213,000	160	$169,500
SURGERY: PLASTIC	1	*	8	$160,500	7	$239,000	11	$173,000
SURGERY: THORACIC		.	25	$204,000	17	$250,000	10	$201,700
UROLOGY	21	$122,248	58	$141,000	76	$158,923	38	$112,274

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Graph 5A: Median Physician Salaries by MGMA Section



Graph 5B: Median Physician Salaries by MGMA Section

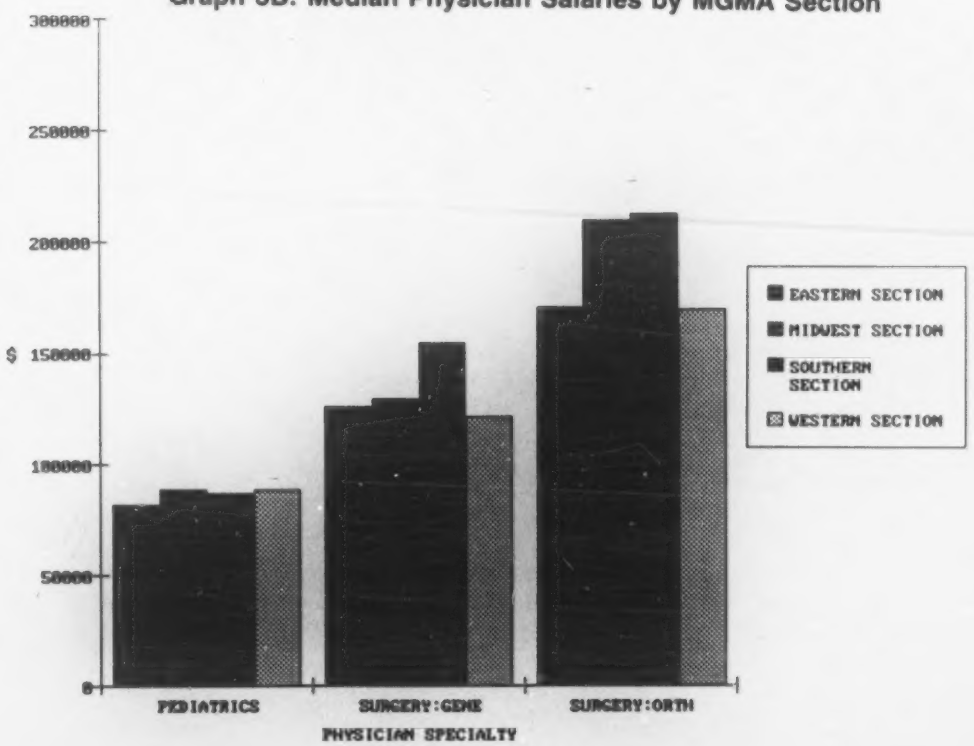


Table 6: Median Physician Salaries by Sex

	SEX			
	MALE		FEMALE	
	PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY				
ALLERGY	71	$112,003	7	$62,500
ANESTHESIOLOGY	208	$155,000	27	$125,000
CARDIOLOGY: INVASIVE	108	$185,500	1	*
CARDIOLOGY: NON-INVASIVE	290	$179,137	5	*
DERMATOLOGY	133	$117,333	14	$96,640
EMERGENCY MEDICINE	115	$97,000	17	$91,000
ENDOCRINOLOGY	78	$102,513	4	*
FAMILY PRACTICE	1,342	$84,000	124	$66,663
GASTROENTEROLOGY	250	$155,000	5	*
GYNECOLOGY	33	$119,000	3	*
INFECTIOUS DISEASE	34	$115,015	3	*
INTERNAL MEDICINE	1,171	$97,000	104	$68,500
NEONATAL MEDICINE	13	$181,000	2	*
NEPHROLOGY	84	$132,548	1	*
NEUROLOGY	155	$122,000	9	$87,000
NUCLEAR MEDICINE	9	$155,365		.
OBSTETRICS/GYNECOLOGY	585	$137,000	96	$105,000
OCCUPATIONAL MEDICINE	18	$73,500	5	*
ONCOLOGY/HEMATOLOGY	225	$123,000	19	$102,000
OPHTHALMOLOGY	232	$172,000	9	$90,783
OTOLARYNGOLOGY	183	$142,000	5	*
PATHOLOGY	112	$143,500	7	$140,610
PEDIATRICS	551	$91,370	138	$66,000
PHYSICAL MEDICINE	10	$93,250	1	*
PSYCHIATRY	108	$93,300	13	$77,000
PULMONARY DISEASE	137	$124,000	3	*
RADIOLOGY	399	$200,000	33	$102,000
RADIOLOGY: THERAPEUTIC	24	$149,768	1	*
RHEUMATOLOGY	99	$107,000	10	$88,250
SURGERY: CARDIOVASCULAR	77	$298,000		.
SURGERY: COLON/RECTAL	15	$192,000		.
SURGERY: GENERAL	518	$133,687	11	$95,000
SURGERY: NEUROLOGICAL	59	$232,000		.
SURGERY: ORAL	11	$126,000		.
SURGERY: ORTHOPEDIC	594	$193,255	8	$114,000
SURGERY: PLASTIC	30	$173,000	1	*
SURGERY: THORACIC	57	$211,000		.
UROLOGY	200	$143,914		.

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 7: Median Physician Salaries by Sex and Patient Care Hours per Week

	SEX				SEX			
	MALE		FEMALE		MALE		FEMALE	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PATIENT CARE HOURS PER WEEK		PATIENT CARE HOURS PER WEEK	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN PATIENT CARE HOURS PER WEEK	NUMBER OF VALID CASES	MEDIAN PATIENT CARE HOURS PER WEEK
PHYSICIAN SPECIALTY CATEGORY								
ALLERGY	50	$110,500	5	*	50	40.00	5	*
ANESTHESIOLOGY	121	$155,000	17	$125,000	121	50.00	17	50.00
CARDIOLOGY: INVASIVE	88	$200,000	1	*	88	52.50	1	*
CARDIOLOGY: NON-INVASIVE	215	$179,274	4	*	215	55.00	4	*
DERMATOLOGY	83	$130,219	9	$98,000	83	40.00	9	40.00
EMERGENCY MEDICINE	62	$96,500	10	$92,000	62	40.00	10	40.00
ENDOCRINOLOGY	52	$102,513	3	*	52	50.00	3	*
FAMILY PRACTICE	949	$81,711	87	$61,358	949	40.00	87	40.00
GASTROENTEROLOGY	178	$160,600	3	*	178	50.00	3	*
GYNECOLOGY	27	$120,000	3	*	27	40.00	3	*
INFECTIOUS DISEASE	22	$117,045	3	*	22	49.00	3	*
INTERNAL MEDICINE	889	$97,000	80	$63,751	889	40.00	80	40.00
NEONATAL MEDICINE	9	$204,537		.	9	55.00		.
NEPHROLOGY	48	$146,000		.	48	55.00		.
NEUROLOGY	108	$128,000	8	$80,612	108	50.00	8	40.00
NUCLEAR MEDICINE	4	*		.	4	*		.
OBSTETRICS/GYNECOLOGY	451	$140,000	70	$111,731	451	47.00	70	40.00
OCCUPATIONAL MEDICINE	13	$72,000	3	*	13	40.00	3	*
ONCOLOGY/HEMATOLOGY	149	$129,900	13	$114,000	149	50.00	13	50.00
OPHTHALMOLOGY	166	$185,288	5	*	166	40.00	5	*
OTOLARYNGOLOGY	115	$147,214	4	*	115	45.00	4	*
PATHOLOGY	27	$222,700	3	*	27	45.00	3	*
PEDIATRICS	410	$87,500	107	$64,942	410	40.00	107	40.00
PHYSICAL MEDICINE	2	*		.	2	*		.
PSYCHIATRY	58	$89,500	6	$73,160	58	40.00	6	40.00
PULMONARY DISEASE	97	$125,221	3	*	97	50.00	3	*
RADIOLOGY	282	$200,000	23	$97,000	282	44.50	23	40.00
RADIOLOGY: THERAPEUTIC	12	$280,000	1	*	12	40.00	1	*
RHEUMATOLOGY	69	$110,000	6	$81,498	69	45.00	6	36.00
SURGERY: CARDIOVASCULAR	62	$334,850		.	62	60.00		.
SURGERY: COLON/RECTAL	10	$191,709		.	10	43.50		.
SURGERY: GENERAL	361	$137,000	8	$110,862	361	45.00	8	40.00
SURGERY: NEUROLOGICAL	39	$290,000		.	39	48.00		.
SURGERY: ORAL	3	*		.	3	*		.
SURGERY: ORTHOPEDIC	464	$203,000	6	$114,000	464	50.00	6	40.00
SURGERY: PLASTIC	14	$217,700	1	*	14	50.00	1	*
SURGERY: THORACIC	38	$256,966		.	38	53.50		.
UROLOGY	144	$149,700		.	144	44.50		.

Note: Data for academic physicians, physicians with salaries less than $25,000 per year, and physicians with patient care hours per week less than 20 are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 8: Median Physician Salaries by Patient Care Hours per Week

	PATIENT CARE HOURS PER WEEK CATEGORY							
	32 TO 39 HOURS PER WEEK		40 TO 47 HOURS PER WEEK		48 TO 55 HOURS PER WEEK		56 TO 98 HOURS PER WEEK	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY								
ALLERGY	12	$90,527	24	$111,823	11	$112,000	3	*
ANESTHESIOLOGY	3	*	53	$213,000	63	$147,000	18	$135,000
CARDIOLOGY: INVASIVE		.	31	$197,000	14	$176,000	40	$249,500
CARDIOLOGY: NON-INVASIVE	12	$129,148	58	$163,000	34	$171,500	107	$222,000
DERMATOLOGY	24	$112,937	40	$145,500	12	$135,610	8	$123,958
EMERGENCY MEDICINE	6	$82,019	37	$95,000	18	$102,650	10	$96,500
ENDOCRINOLOGY	6	$97,730	17	$89,000	11	$103,000	20	$128,103
FAMILY PRACTICE	211	$81,000	377	$75,000	193	$84,000	159	$88,000
GASTROENTEROLOGY	13	$144,000	55	$144,000	38	$233,850	66	$157,000
GYNECOLOGY	6	$134,000	13	$120,000	1	*	4	*
INFECTIOUS DISEASE	1	*	8	$126,246	7	$127,000	8	$117,045
INTERNAL MEDICINE	157	$96,000	314	$94,000	233	$98,042	146	$107,000
NEONATAL MEDICINE	1	*	1	*	7	$290,000		.
NEPHROLOGY	4	*	6	$131,748	14	$129,659	22	$200,000
NEUROLOGY	10	$89,603	40	$118,500	42	$156,000	18	$155,500
NUCLEAR MEDICINE		.	2	*	2	*		.
OBSTETRICS/GYNECOLOGY	60	$127,750	156	$123,000	133	$144,826	121	$155,000
OCCUPATIONAL MEDICINE	2	*	7	$70,000	3	*	2	*
ONCOLOGY/HEMATOLOGY	13	$105,000	51	$129,000	34	$124,444	55	$143,000
OPHTHALMOLOGY	32	$184,250	74	$174,096	33	$208,000	21	$254,000
OTOLARYNGOLOGY	7	$108,000	51	$153,183	27	$128,833	27	$154,000
PATHOLOGY	2	*	29	$189,966	3	*	4	*
PEDIATRICS	100	$85,000	194	$83,925	113	$86,000	67	$89,300
PHYSICAL MEDICINE		.	1	*	1	*		.
PSYCHIATRY	10	$96,800	29	$92,000	12	$89,300	3	*
PULMONARY DISEASE	8	$77,870	27	$125,221	26	$127,500	32	$150,500
RADIOLOGY	31	$194,800	119	$200,000	121	$200,000	23	$244,000
RADIOLOGY: THERAPEUTIC	1	*	4	*	3	*	2	*
RHEUMATOLOGY	8	$96,404	25	$89,030	22	$110,000	10	$106,000
SURGERY: CARDIOVASCULAR		.	13	$304,000	15	$330,000	34	$357,850
SURGERY: COLON/RECTAL		.	4	*		.	4	*
SURGERY: GENERAL	38	$128,792	117	$124,000	85	$147,000	91	$142,000
SURGERY: NEUROLOGICAL	1	*	13	$270,000	14	$376,450	9	$250,000
SURGERY: ORAL		.		.	1	*	1	*
SURGERY: ORTHOPEDIC	45	$200,000	116	$220,000	153	$207,000	112	$198,493
SURGERY: PLASTIC		.	5	*	5	*	4	*
SURGERY: THORACIC	2	*	6	$177,081	12	$286,653	18	$298,000
UROLOGY	14	$109,836	49	$161,000	31	$155,140	29	$143,827

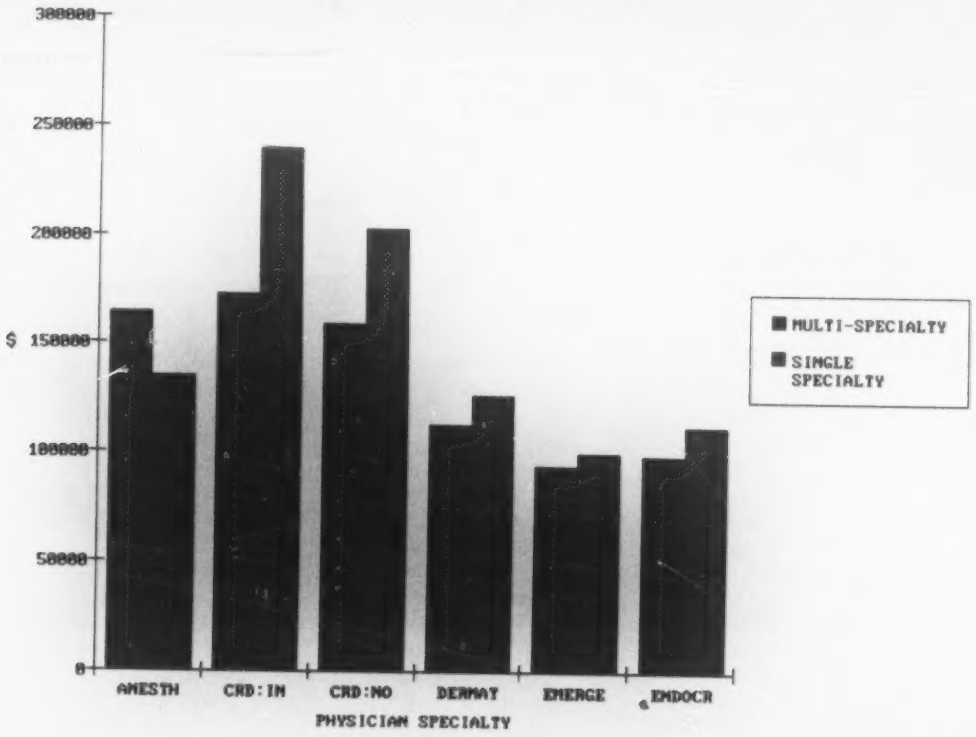
Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 9: Median Physician Salaries by Type of Medical Group

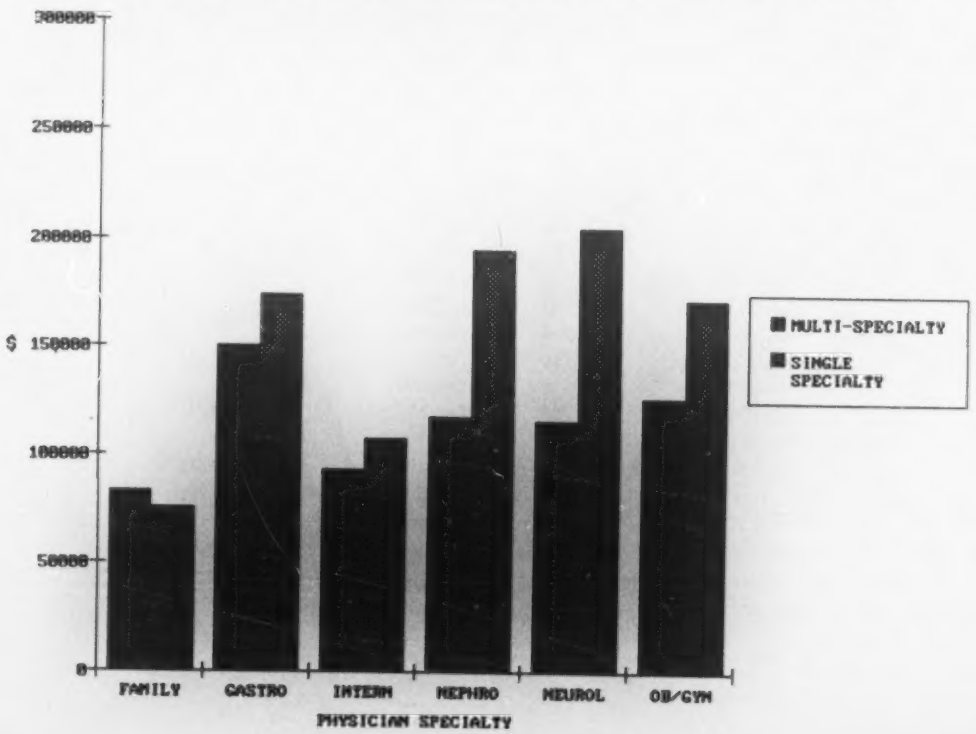
	TYPE OF GROUP			
	MULTISPECIALTY		SINGLE SPECIALTY	
	PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY				
ALLERGY	76	$112,002	2	*
ANESTHESIOLOGY	122	$165,069	122	$135,775
CARDIOLOGY: INVASIVE	69	$173,000	40	$240,000
CARDIOLOGY: NON-INVASIVE	179	$159,681	123	$203,000
DERMATOLOGY	138	$113,500	12	$127,500
EMERGENCY MEDICINE	103	$94,966	29	$101,000
ENDOCRINOLOGY	76	$99,917	9	$112,947
FAMILY PRACTICE	1,243	$83,821	248	$76,108
GASTROENTEROLOGY	209	$151,000	52	$174,700
GYNECOLOGY	16	$128,000	20	$113,000
INFECTIOUS DISEASE	35	$115,231	3	*
INTERNAL MEDICINE	1,146	$94,000	155	$108,000
NEONATAL MEDICINE	7	$116,000	8	$295,000
NEPHROLOGY	67	$118,000	18	$195,000
NEUROLOGY	139	$116,000	31	$205,000
NUCLEAR MEDICINE	8	$145,683	1	*
OBSTETRICS/GYNECOLOGY	549	$127,000	138	$172,000
OCCUPATIONAL MEDICINE	19	$80,448	4	*
ONCOLOGY/HEMATOLOGY	206	$120,320	44	$123,407
OPHTHALMOLOGY	175	$153,917	69	$254,247
OTOLARYNGOLOGY	151	$137,000	40	$152,656
PATHOLOGY	78	$146,500	49	$155,000
PEDIATRICS	632	$87,194	61	$91,538
PHYSICAL MEDICINE	11	$92,500		.
PSYCHIATRY	101	$92,500	20	$83,500
PULMONARY DISEASE	123	$116,000	24	$153,000
RADIOLOGY	204	$157,000	239	$200,000
RADIOLOGY: THERAPEUTIC	16	$124,000	9	$280,000
RHEUMATOLOGY	87	$99,858	23	$113,000
SURGERY: CARDIOVASCULAR	48	$274,450	29	$303,475
SURGERY: COLON/RECTAL	12	$262,637	3	*
SURGERY: GENERAL	496	$131,833	43	$160,000
SURGERY: NEUROLOGICAL	40	$193,000	19	$375,000
SURGERY: ORAL	11	$126,000		.
SURGERY: ORTHOPEDIC	287	$168,887	322	$220,500
SURGERY: PLASTIC	29	$173,000	2	*
SURGERY: THORACIC	34	$194,199	24	$302,103
UROLOGY	162	$141,000	39	$173,000

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

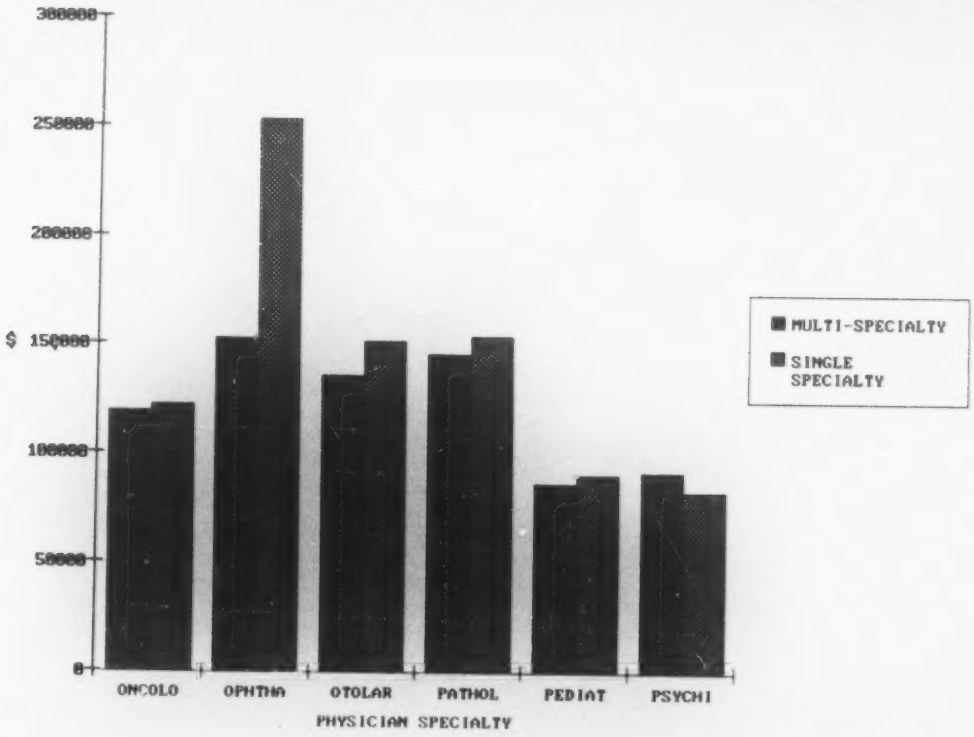
Graph 9A: Median Physician Salaries by Type of Medical Group



Graph 9B: Median Physician Salaries by Type of Medical Group



Graph 9C: Median Physician Salaries by Type of Medical Group



Graph 9D: Median Physician Salaries by Type of Medical Group

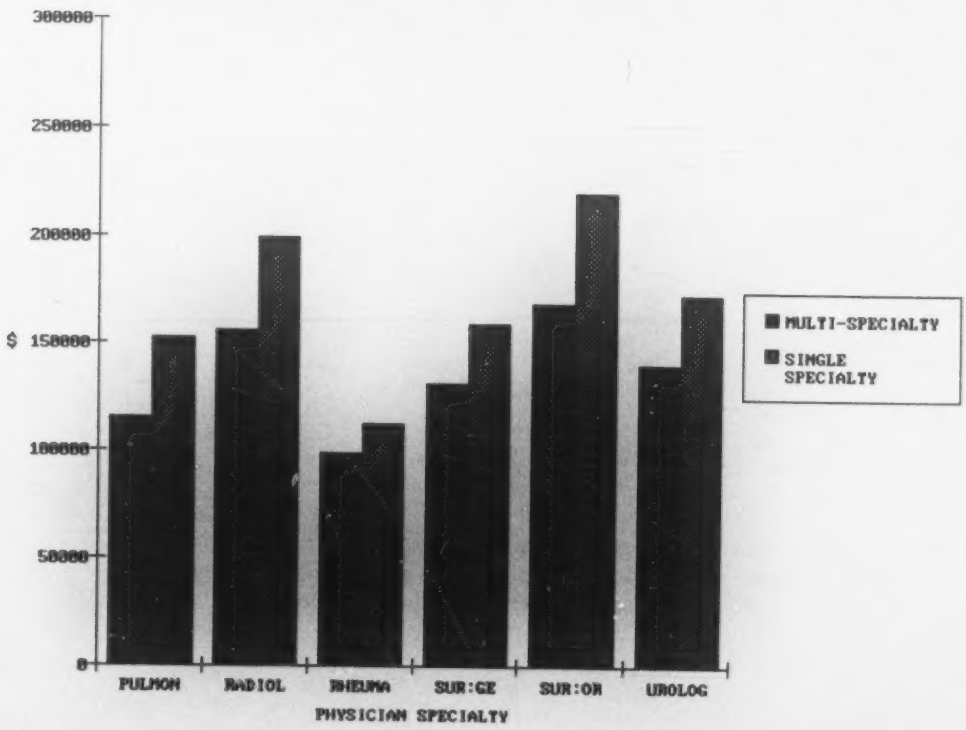
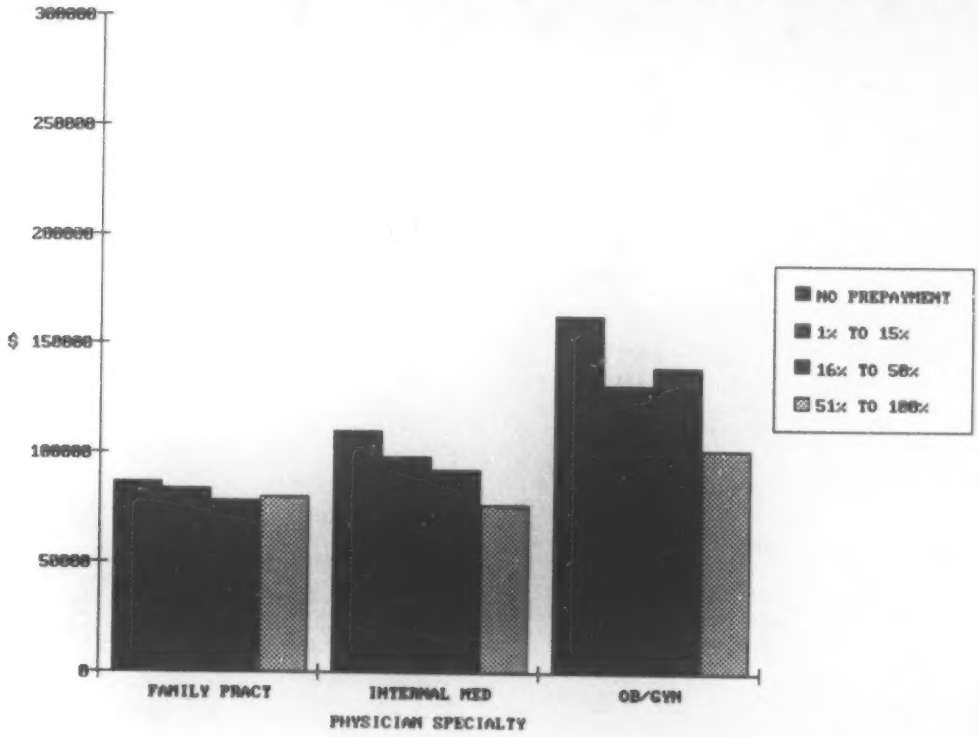


Table 10: Median Physician Salaries by Prepaid Revenue as a Percent of Total Revenue

	HMO PERCENT OF REVENUE CATEGORY							
	NO PREPAYMENT		1% TO 15%		16% TO 50%		51% TO 100%	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
PHYSICIAN SPECIALTY CATEGORY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
ALLERGY	10	$134,955	27	$112,003	32	$112,323	9	$70,000
ANESTHESIOLOGY	29	$125,000	134	$155,000	60	$186,000	21	$116,779
CARDIOLOGY: INVASIVE	16	$245,500	43	$173,000	44	$215,500	3	*
CARDIOLOGY: NON-INVASIVE	74	$246,000	130	$174,355	76	$181,637	14	$102,412
DERMATOLOGY	16	$159,342	49	$141,000	61	$112,000	23	$86,950
EMERGENCY MEDICINE	10	$95,500	62	$100,500	44	$92,470	16	$94,319
ENDOCRINOLOGY	7	$125,000	42	$108,500	27	$99,171	7	$91,900
FAMILY PRACTICE	232	$87,177	499	$84,000	433	$79,000	317	$80,789
GASTROENTEROLOGY	35	$174,000	109	$159,000	92	$151,500	18	$87,965
GYNECOLOGY	15	$145,000	13	$119,000	7	$78,000	1	*
INFECTIOUS DISEASE	5	*	15	$119,640	15	$111,000	1	*
INTERNAL MEDICINE	228	$111,000	462	$98,979	405	$93,000	181	$76,970
NEONATAL MEDICINE	8	$247,269	2	*	5	*		.
NEPHROLOGY	12	$135,048	41	$140,000	21	$117,000	8	$89,648
NEUROLOGY	17	$119,000	83	$127,000	65	$120,000	5	*
NUCLEAR MEDICINE	2	*	2	*	5	*		.
OBSTETRICS/GYNECOLOGY	110	$163,714	214	$132,000	229	$140,000	119	$102,400
OCCUPATIONAL MEDICINE	1	*	11	$70,000	8	$98,757	3	*
ONCOLOGY/HEMATOLOGY	30	$139,500	115	$130,000	88	$109,472	14	$96,613
OPHTHALMOLOGY	24	$198,708	115	$178,000	70	$172,000	30	$99,120
OTOLARYNGOLOGY	29	$142,000	59	$140,000	71	$152,000	23	$113,229
PATHOLOGY	12	$174,540	80	$145,000	30	$152,500	5	*
PEDIATRICS	90	$86,500	227	$92,000	204	$87,159	161	$83,002
PHYSICAL MEDICINE		.	6	$101,412	5	*		.
PSYCHIATRY	7	$114,000	54	$100,000	37	$92,500	23	$81,303
PULMONARY DISEASE	30	$139,000	65	$129,000	40	$111,934	6	$84,806
RADIOLOGY	73	$200,000	202	$220,000	129	$200,000	38	$96,286
RADIOLOGY: THERAPEUTIC	4	*	15	$161,000	6	$115,500		.
RHEUMATOLOGY	21	$105,569	49	$108,000	33	$92,000	5	*
SURGERY: CARDIOVASCULAR	10	$392,500	48	$283,934	18	$252,950		.
SURGERY: COLON/RECTAL	3	*	8	$191,209	4	*		.
SURGERY: GENERAL	121	$148,604	201	$135,000	142	$132,898	65	$107,146
SURGERY: NEUROLOGICAL	8	$356,000	21	$197,000	27	$245,462	3	*
SURGERY: ORAL	1	*	4	*	6	$167,500		.
SURGERY: ORTHOPEDIC	159	$200,000	255	$215,000	146	$179,000	47	$125,000
SURGERY: PLASTIC	6	$245,500	7	$198,171	16	$173,000	1	*
SURGERY: THORACIC	2	*	41	$219,162	13	$172,000	1	*
UROLOGY	29	$161,000	80	$162,000	65	$126,678	16	$103,714

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Graph 10A: Median Physician Salaries by Prepaid Revenue as a Percent of Total Revenue



Graph 10B: Median Physician Salaries by Prepaid Revenue as a Percent of Total Revenue

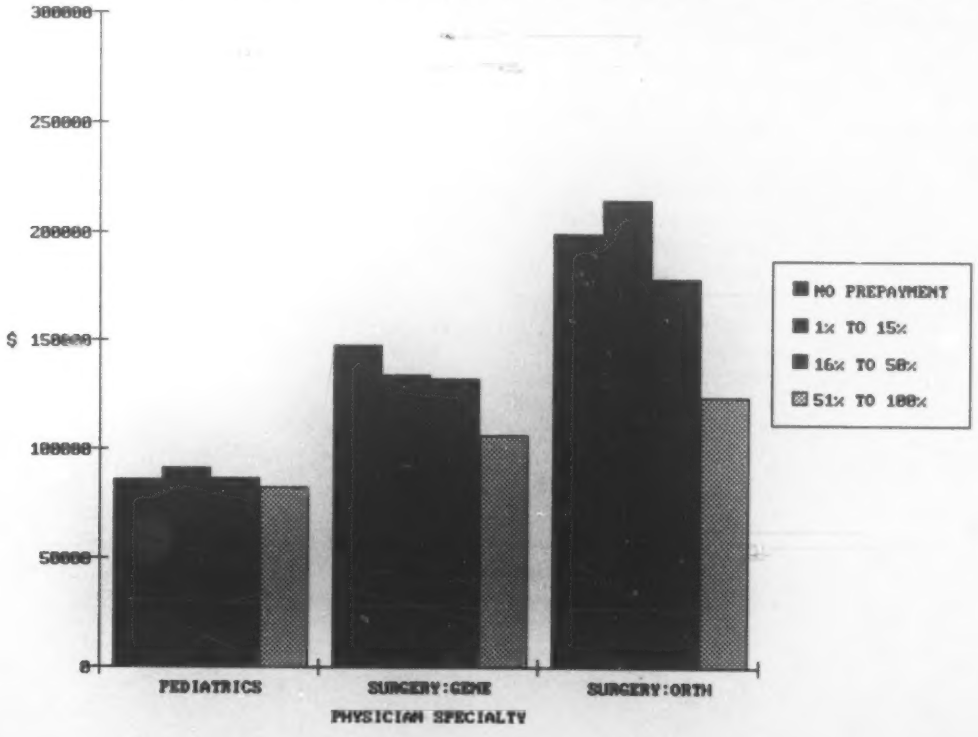


Table 11: Median Physician Salaries of Physicians with Less than Three Years of Experience

	PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY		
ALLERGY	5	*
ANESTHESIOLOGY	22	$129,225
CARDIOLOGY: INVASIVE	12	$137,500
CARDIOLOGY: NON-INVASIVE	19	$100,000
DERMATOLOGY	10	$63,500
EMERGENCY MEDICINE	13	$86,500
ENDOCRINOLOGY	4	*
FAMILY PRACTICE	105	$60,000
GASTROENTEROLOGY	11	$87,000
INFECTIOUS DISEASE	1	*
INTERNAL MEDICINE	84	$61,500
NEONATAL MEDICINE	2	*
NEPHROLOGY	1	*
NEUROLOGY	9	$85,000
OBSTETRICS/GYNECOLOGY	43	$84,076
OCCUPATIONAL MEDICINE	4	*
ONCOLOGY/HEMATOLOGY	8	$73,000
OPHTHALMOLOGY	11	$116,500
OTOLARYNGOLOGY	9	$120,000
PATHOLOGY	2	*
PEDIATRICS	57	$55,735
PHYSICAL MEDICINE	1	*
PSYCHIATRY	4	*
PULMONARY DISEASE	9	$84,000
RADIOLOGY	20	$98,734
RADIOLOGY: THERAPEUTIC	2	*
RHEUMATOLOGY	8	$73,824
SURGERY: CARDIOVASCULAR	3	*
SURGERY: COLON/RECTAL	2	*
SURGERY: GENERAL	20	$101,815
SURGERY: NEUROLOGICAL	4	*
SURGERY: ORTHOPEDIC	37	$120,000
SURGERY: PLASTIC	1	*
SURGERY: THORACIC	2	*
UROLOGY	5	*

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 12: Median Physician Salaries by Shareholder/Partner Status

	SHAREHOLDER/PARTNER			
	YES		NO	
	PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY				
ALLERGY	67	$112,645	6	$90,462
ANESTHESIOLOGY	187	$160,000	32	$117,500
CARDIOLOGY: INVASIVE	98	$198,500	11	$110,000
CARDIOLOGY: NON-INVASIVE	253	$186,000	29	$122,417
DERMATOLOGY	114	$136,464	22	$69,500
EMERGENCY MEDICINE	91	$99,000	27	$75,000
ENDOCRINOLOGY	72	$110,000	7	$82,790
FAMILY PRACTICE	987	$88,000	269	$71,988
GASTROENTEROLOGY	221	$160,000	21	$89,000
GYNECOLOGY	29	$123,000	3	*
INFECTIOUS DISEASE	32	$117,436	4	*
INTERNAL MEDICINE	1,042	$99,000	156	$69,000
NEONATAL MEDICINE	14	$192,769	1	*
NEPHROLOGY	76	$136,659	2	*
NEUROLOGY	142	$125,688	22	$92,000
NUCLEAR MEDICINE	8	$162,850	1	*
OBSTETRICS/GYNECOLOGY	536	$144,378	84	$93,500
OCCUPATIONAL MEDICINE	13	$87,049	10	$69,000
ONCOLOGY/HEMATOLOGY	219	$125,000	16	$92,452
OPHTHALMOLOGY	178	$180,500	41	$125,000
OTOLARYNGOLOGY	158	$147,107	19	$103,000
PATHOLOGY	95	$145,000	14	$117,500
PEDIATRICS	516	$91,714	98	$60,000
PHYSICAL MEDICINE	7	$94,000	4	*
PSYCHIATRY	80	$98,965	30	$79,411
PULMONARY DISEASE	118	$128,795	17	$91,000
RADIOLOGY	350	$200,000	50	$110,000
RADIOLOGY: THERAPEUTIC	18	$190,400	7	$104,000
RHEUMATOLOGY	92	$107,347	12	$81,712
SURGERY: CARDIOVASCULAR	69	$303,475	7	$150,000
SURGERY: COLON/RECTAL	14	$222,000	1	*
SURGERY: GENERAL	463	$138,075	36	$124,000
SURGERY: NEUROLOGICAL	49	$245,462	7	$132,000
SURGERY: ORAL	10	$149,500	1	*
SURGERY: ORTHOPEDIC	511	$204,000	67	$125,000
SURGERY: PLASTIC	25	$190,200	5	*
SURGERY: THORACIC	47	$213,400	8	$169,581
UROLOGY	170	$153,570	16	$97,077

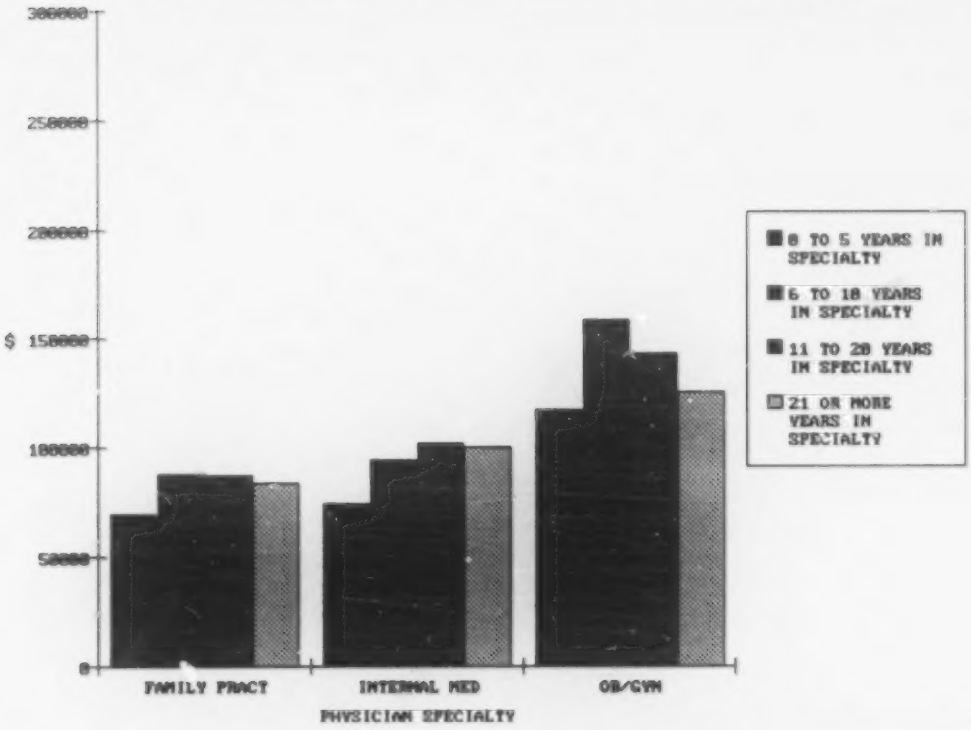
Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Table 13: Median Physician Salaries by Years in Specialty

	YEARS IN SPECIALTY CATEGORY							
	0 TO 5 YEARS IN SPECIALTY		6 TO 10 YEARS IN SPECIALTY		11 TO 20 YEARS IN SPECIALTY		21 OR MORE YEARS IN SPECIALTY	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
PHYSICIAN SPECIALTY CATEGORY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
ALLERGY	13	$70,500	19	$123,000	18	$104,552	18	$112,540
ANESTHESIOLOGY	46	$126,960	58	$213,000	47	$153,000	26	$155,000
CARDIOLOGY: INVASIVE	26	$150,000	18	$200,000	37	$243,000	8	$180,000
CARDIOLOGY: NON-INVASIVE	58	$161,000	59	$214,000	99	$184,331	43	$126,500
DERMATOLOGY	27	$118,000	31	$111,000	48	$132,416	20	$114,437
EMERGENCY MEDICINE	36	$93,483	32	$108,000	15	$94,108	8	$81,168
ENDOCRINOLOGY	9	$118,000	20	$96,900	21	$111,653	16	$99,836
FAMILY PRACTICE	306	$69,927	300	$88,629	284	$88,000	317	$84,425
GASTROENTEROLOGY	41	$124,000	63	$209,593	90	$159,850	27	$142,000
GYNECOLOGY		.	1	*	7	$222,000	25	$106,000
INFECTIOUS DISEASE	3	*	13	$131,851	15	$92,500	3	*
INTERNAL MEDICINE	261	$75,000	291	$95,000	322	$102,700	282	$100,588
NEONATAL MEDICINE	8	$198,000	4	*	1	*	2	*
NEPHROLOGY	11	$190,000	16	$135,500	27	$137,000	7	$133,095
NEUROLOGY	33	$118,000	41	$129,000	55	$138,000	21	$104,500
NUCLEAR MEDICINE		.	1	*	1	*	4	*
OBSTETRICS/GYNECOLOGY	151	$117,752	128	$158,914	179	$144,000	119	$126,225
OCCUPATIONAL MEDICINE	5	*	4	*	1	*	7	$112,513
ONCOLOGY/HEMATOLOGY	34	$109,000	55	$124,000	83	$124,491	34	$122,462
OPHTHALMOLOGY	43	$146,000	32	$185,000	67	$230,000	48	$178,874
OTOLARYNGOLOGY	39	$127,000	34	$154,000	62	$156,309	31	$116,100
PATHOLOGY	12	$152,305	23	$155,000	34	$143,500	25	$155,000
PEDIATRICS	144	$62,535	139	$87,000	159	$96,000	128	$97,500
PHYSICAL MEDICINE	2	*	1	*	1	*	2	*
PSYCHIATRY	14	$96,000	21	$85,600	31	$86,000	19	$100,000
PULMONARY DISEASE	27	$115,000	39	$125,000	49	$130,173	8	$108,824
RADIOLOGY	68	$135,000	87	$200,000	140	$220,000	47	$226,000
RADIOLOGY: THERAPEUTIC	3	*	3	*	8	$280,000	2	*
RHEUMATOLOGY	20	$81,500	24	$103,000	37	$110,000	11	$110,000
SURGERY: CARDIOVASCULAR	9	$139,000	22	$331,588	27	$339,700	8	$301,000
SURGERY: COLON/RECTAL	2	*	4	*	5	*	1	*
SURGERY: GENERAL	61	$124,000	81	$155,128	161	$137,000	155	$130,543
SURGERY: NEUROLOGICAL	6	$131,500	8	$306,000	26	$250,231	9	$301,000
SURGERY: ORAL	1	*	2	*	6	$149,500	2	*
SURGERY: ORTHOPEDIC	101	$158,000	132	$216,000	192	$224,500	117	$184,000
SURGERY: PLASTIC	5	*	7	$195,000	7	$140,000	2	*
SURGERY: THORACIC	6	$117,500	9	$198,397	15	$231,000	18	$221,701
UROLOGY	20	$103,688	32	$143,414	69	$164,006	53	$133,000

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Graph 13A: Median Physician Salaries by Years in Specialty



Graph 13B: Median Physician Salaries by Years in Specialty

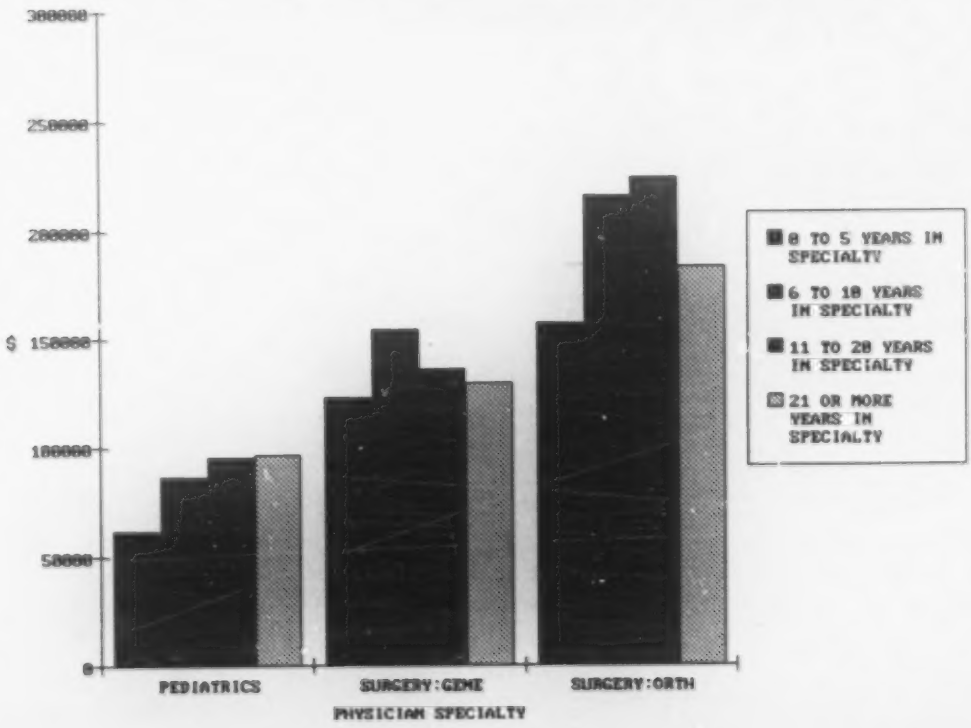
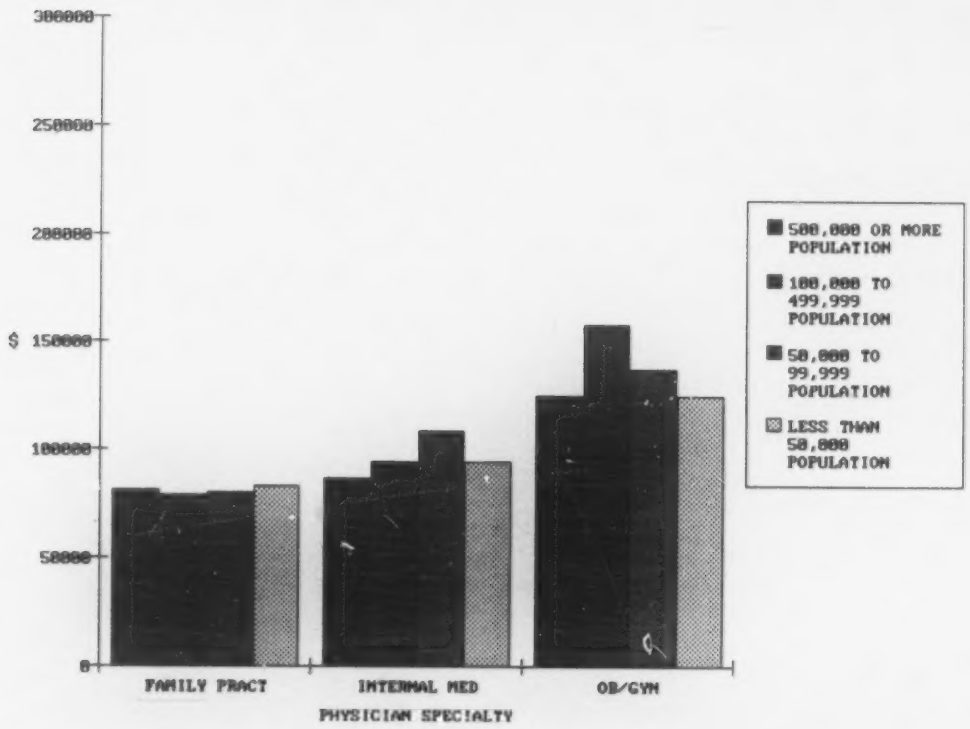


Table 14: Median Physician Salaries by Primary Practice Location

	TYPE OF PRIMARY PRACTICE LOCATION CATEGORY							
	CITY OF 500,000 OR MORE POPULATION		CITY OF 100,000 TO 499,999 POPULATION		CITY OF 50,000 TO 99,999 POPULATION		CITY OR RURAL AREA OF LESS THAN 50,000 POPULATION	
	PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY								
ALLERGY	31	$98,725	16	$125,703	13	$109,000	11	$97,500
ANESTHESIOLOGY	87	$155,000	75	$126,579	19	$143,000	39	$128,000
CARDIOLOGY: INVASIVE	33	$161,000	38	$200,000	15	$227,000	6	$116,481
CARDIOLOGY: NON-INVASIVE	90	$173,637	111	$237,000	53	$137,000	41	$143,000
DERMATOLOGY	53	$108,000	39	$147,000	22	$142,500	25	$102,013
EMERGENCY MEDICINE	48	$97,150	21	$103,000	17	$94,108	18	$81,186
ENDOCRINOLOGY	38	$105,000	19	$92,320	15	$111,653	8	$96,000
FAMILY PRACTICE	427	$81,983	258	$79,417	176	$80,653	551	$84,000
GASTROENTEROLOGY	99	$152,000	66	$157,500	46	$167,500	39	$128,346
GYNECOLOGY	14	$134,000	8	$109,575	6	$156,500	5	*
INFECTIOUS DISEASE	21	$125,000	8	$101,000	4	*	3	*
INTERNAL MEDICINE	433	$87,000	263	$95,000	193	$109,000	344	$95,000
NEONATAL MEDICINE	1	*	10	$252,500	1	*	3	*
NEPHROLOGY	40	$138,500	15	$145,000	18	$116,000	12	$110,500
NEUROLOGY	72	$133,667	35	$119,000	23	$119,000	33	$102,500
NUCLEAR MEDICINE	5	*	1	*	1	*	2	*
OBSTETRICS/GYNECOLOGY	232	$125,550	154	$158,500	99	$138,000	165	$125,500
OCCUPATIONAL MEDICINE	5	*	14	$71,000	3	*	1	*
ONCOLOGY/HEMATOLOGY	96	$122,347	56	$126,481	45	$124,000	40	$95,750
OPHTHALMOLOGY	96	$170,465	49	$176,962	30	$172,000	52	$168,000
OTOLARYNGOLOGY	61	$129,817	54	$159,000	29	$169,042	37	$117,000
PATHOLOGY	73	$174,540	10	$133,000	12	$159,500	26	$125,000
PEDIATRICS	249	$87,500	168	$87,962	93	$90,498	145	$87,000
PHYSICAL MEDICINE	7	$91,823		.		.	3	*
PSYCHIATRY	50	$84,595	24	$84,800	10	$99,000	25	$99,000
PULMONARY DISEASE	47	$129,000	40	$130,040	33	$128,590	24	$108,951
RADIOLOGY	225	$176,000	101	$244,000	46	$200,000	61	$151,000
RADIOLOGY: THERAPEUTIC	8	$119,000	9	$280,000	3	*	4	*
RHEUMATOLOGY	48	$106,000	28	$109,783	16	$105,931	15	$92,000
SURGERY: CARDIOVASCULAR	25	$250,000	21	$384,000	10	$299,000	10	$220,345
SURGERY: COLON/RECTAL	2	*	2	*	9	$192,000	2	*
SURGERY: GENERAL	135	$152,025	85	$148,604	108	$146,643	188	$123,774
SURGERY: NEUROLOGICAL	25	$225,000	13	$332,300	9	$250,000	6	$155,500
SURGERY: ORAL		.	4	*	1	*	2	*
SURGERY: ORTHOPEDIC	215	$195,181	185	$200,438	85	$192,000	107	$164,000
SURGERY: PLASTIC	12	$192,600	5	*	8	$190,906	5	*
SURGERY: THORACIC	12	$203,000	24	$303,000	11	$231,000	9	$172,000
UROLOGY	63	$149,400	41	$174,000	39	$146,000	47	$116,000

Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Graph 14A: Median Physician Salaries by Primary Practice Location



Graph 14B: Median Physician Salaries by Primary Practice Location

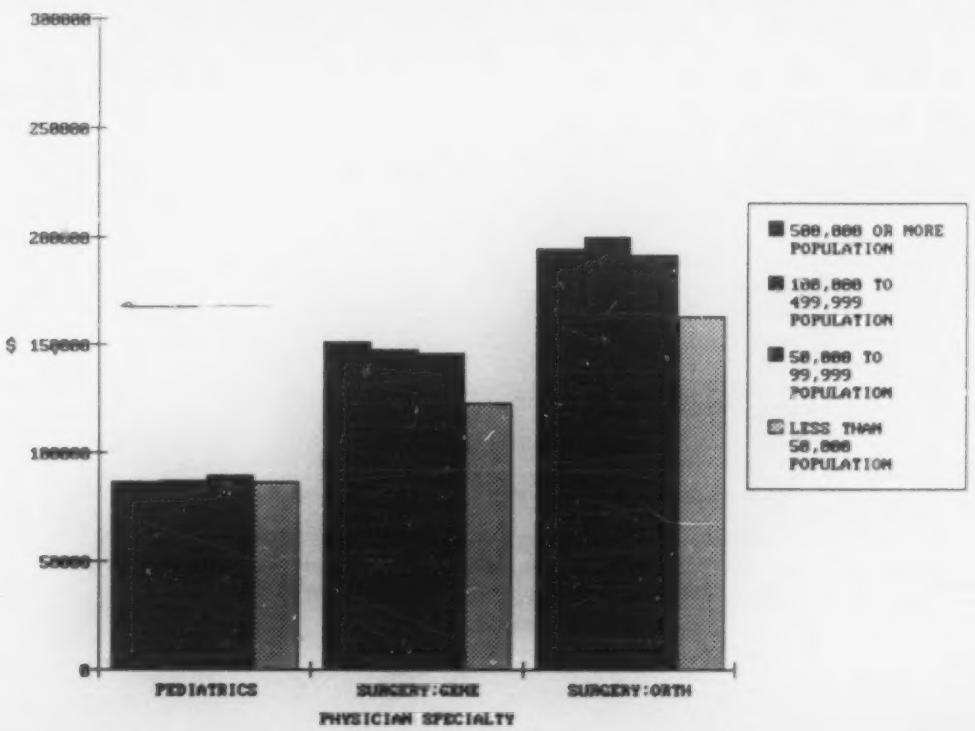


Table 15: Median Physician Salaries by Special Training/Fellowship Status

	SPECIAL TRAINING/FELLOWSHIP			
	YES		NO	
	PHYSICIAN SALARY		PHYSICIAN SALARY	
	NUMBER OF VALID CASES	MEDIAN SALARY	NUMBER OF VALID CASES	MEDIAN SALARY
PHYSICIAN SPECIALTY CATEGORY				
ALLERGY	34	$125,394	19	$98,020
ANESTHESIOLOGY	59	$213,000	94	$131,745
CARDIOLOGY: INVASIVE	62	$223,500	12	$143,500
CARDIOLOGY: NON-INVASIVE	173	$189,000	46	$163,146
DERMATOLOGY	33	$141,000	60	$146,500
EMERGENCY MEDICINE	18	$100,170	57	$96,000
ENDOCRINOLOGY	47	$99,171	9	$103,000
FAMILY PRACTICE	171	$86,900	740	$80,000
GASTROENTEROLOGY	146	$164,500	41	$144,000
GYNECOLOGY	9	$136,000	18	$126,500
INFECTIOUS DISEASE	23	$123,000	5	*
INTERNAL MEDICINE	270	$106,399	580	$91,000
NEONATAL MEDICINE	11	$215,000		.
NEPHROLOGY	40	$140,000	11	$123,000
NEUROLOGY	54	$148,175	61	$118,000
NUCLEAR MEDICINE	2	*		.
OBSTETRICS/GYNECOLOGY	140	$151,000	308	$126,819
OCCUPATIONAL MEDICINE	8	$77,724	9	$70,000
ONCOLOGY/HEMATOLOGY	133	$124,000	41	$122,715
OPHTHALMOLOGY	88	$227,000	64	$161,094
OTOLARYNGOLOGY	63	$156,000	77	$145,306
PATHOLOGY	56	$163,770	18	$164,770
PEDIATRICS	138	$88,650	295	$86,000
PHYSICAL MEDICINE	1	*	1	*
PSYCHIATRY	17	$100,000	40	$88,000
PULMONARY DISEASE	81	$128,590	26	$111,934
RADIOLOGY	187	$220,000	106	$198,616
RADIOLOGY: THERAPEUTIC	9	$280,000	3	*
RHEUMATOLOGY	63	$108,000	15	$84,000
SURGERY: CARDIOVASCULAR	46	$376,000	9	$303,475
SURGERY: COLON/RECTAL	9	$191,417	2	*
SURGERY: GENERAL	166	$149,576	205	$128,000
SURGERY: NEUROLOGICAL	20	$263,500	22	$289,000
SURGERY: ORAL	2	*	1	*
SURGERY: ORTHOPEDIC	192	$243,085	249	$188,000
SURGERY: PLASTIC	6	$193,406	10	$180,600
SURGERY: THORACIC	27	$204,000	8	$232,000
UROLOGY	75	$164,242	70	$125,750

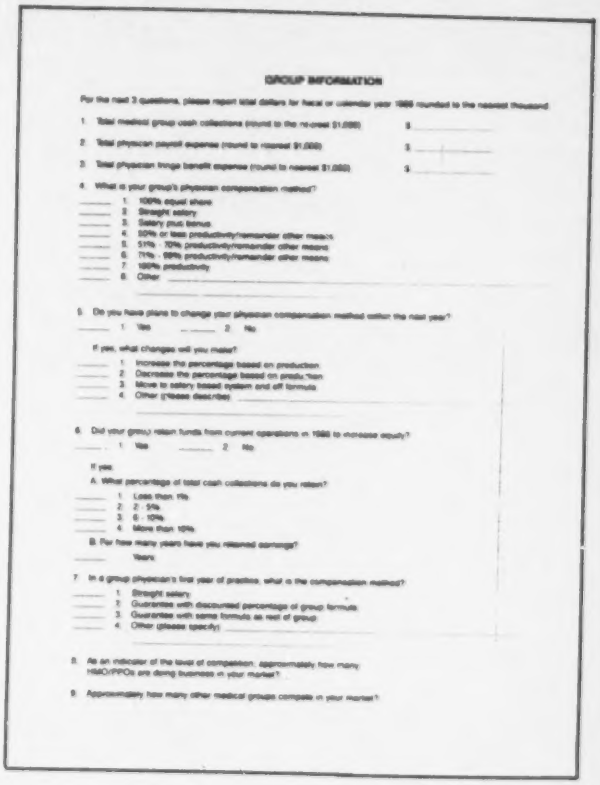
Note: Data for academic physicians and physicians with salaries less than $25,000 per year are excluded from this table. An asterisk (*) indicates that data are suppressed when the number of valid cases is less than 6. A period (.) indicates that there are no valid cases.

Physician Compensation Survey Questionnaire

MEDICAL GROUP MANAGEMENT ASSOCIATION
PHYSICIAN COMPENSATION SURVEY

CRAHCA

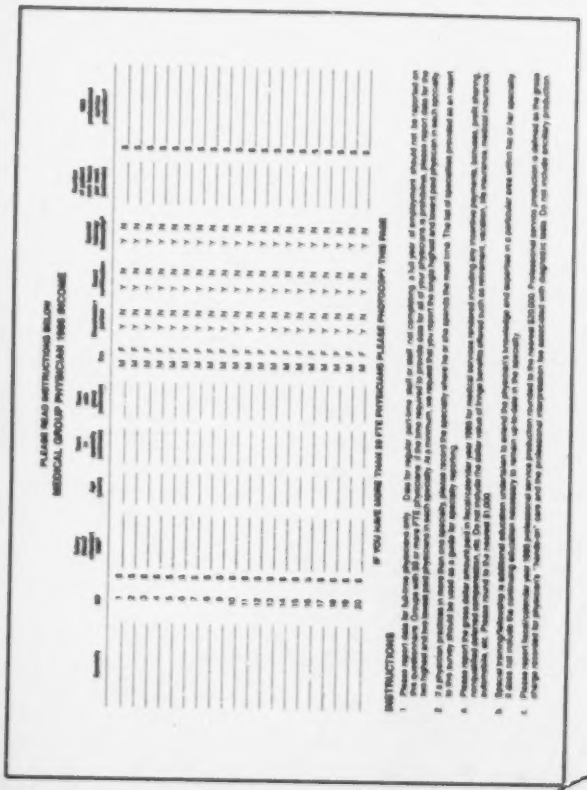
Copyright 1987 All rights reserved. Medical Group Management Association. 1355 South Colorado Boulevard, Suite 900, Denver, Colorado 80222. (303) 753-1111. Development of this questionnaire and analysis of the responses from the MGMA membership are supported by a grant from Coffe & Company, St. Louis, Missouri, a national consulting firm specializing in physician compensation and recruiting consultations. Please return your completed questionnaire to the attention of David N. Gans no later than September 15, 1987.



GROUP INFORMATION

For the next 3 questions, please report total dollars for fiscal or calendar year 1986 rounded to the nearest thousand.

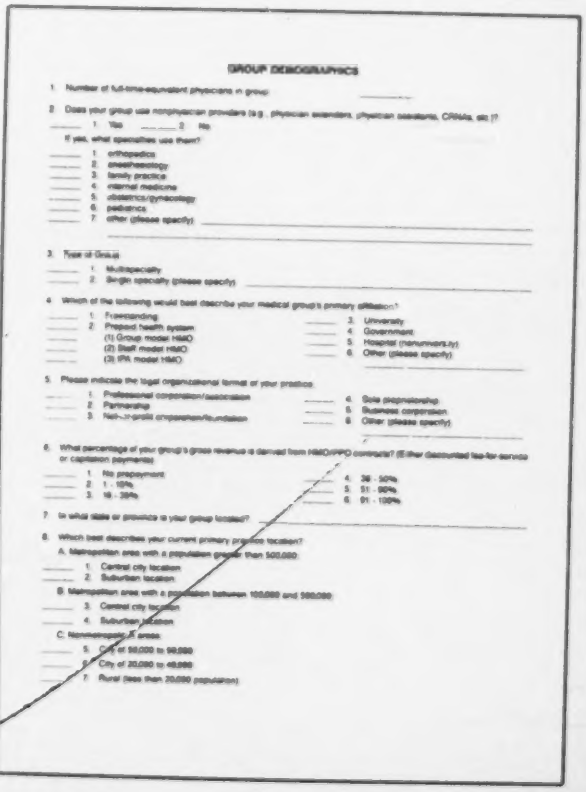
1. Total medical group cash collections (round to the nearest $1,000) $ _____
2. Total physician payroll expense (round to nearest $1,000) $ _____
3. Total physician fringe benefit expense (round to nearest $1,000) $ _____
4. What is your group's physician compensation method?
   _____ 1. 100% equal share
   _____ 2. Straight salary
   _____ 3. Salary plus bonus
   _____ 4. 50% or less productivity/remainder other means
   _____ 5. 51% - 70% productivity/remainder other means
   _____ 6. 71% - 99% productivity/remainder other means
   _____ 7. 100% productivity
   _____ 8. Other _____
5. Do you have plans to change your physician compensation method within the next year?
   _____ 1. Yes _____ 2. No
   If yes, what changes will you make?
   _____ 1. Increase the percentage based on production
   _____ 2. Decrease the percentage based on productivity
   _____ 3. Move to salary based system and off formula
   _____ 4. Other (please describe) _____
6. Did your group retain funds from current operations in 1986 to increase equity?
   _____ 1. Yes _____ 2. No
   If yes:
   A. What percentage of total cash collections do you retain?
   _____ 1. Less than 1%
   _____ 2. 2 - 5%
   _____ 3. 6 - 10%
   _____ 4. More than 10%
   B. For how many years have you retained earnings?
   _____ Years
7. In a group physician's first year of practice, what is the compensation method?
   _____ 1. Straight salary
   _____ 2. Guarantee with discounted percentage of group formula
   _____ 3. Guarantee with same formula as rest of group
   _____ 4. Other (please specify) _____
8. As an indicator of the level of competition, approximately how many HMO/PPOs are doing business in your market?
9. Approximately how many other medical groups compete in your market?



PLEASE READ INSTRUCTIONS BELOW
MEDICAL GROUP PHYSICIAN 1986 INCOME

IF YOU HAVE MORE THAN 99 FTE PHYSICIANS PLEASE PHOTOCOPY THIS PAGE

INSTRUCTIONS



GROUP DEMOGRAPHICS

1. Number of full-time-equivalent physicians in group: _____
2. Does your group use nonphysician providers (e.g., physician extenders, physician assistants, CRNAs, etc.)?
   _____ 1. Yes _____ 2. No
   If yes, what specialties use them?
   _____ 1. orthopedics
   _____ 2. anesthesiology
   _____ 3. family practice
   _____ 4. internal medicine
   _____ 5. obstetrics/gynecology
   _____ 6. pediatrics
   _____ 7. other (please specify) _____
3. Type of Group
   _____ 1. Multispecialty
   _____ 2. Single specialty (please specify) _____
4. Which of the following would best describe your medical group's primary affiliation?
   _____ 1. Freestanding
   _____ 2. Prepaid health system
   _____ (1) Group model HMO
   _____ (2) Staff model HMO
   _____ (3) IPA model HMO
   _____ 3. University
   _____ 4. Government
   _____ 5. Hospital (nonuniversity)
   _____ 6. Other (please specify) _____
5. Please indicate the legal organizational format of your practice.
   _____ 1. Professional corporation/association
   _____ 2. Partnership
   _____ 3. Not-for-profit corporation/foundation
   _____ 4. Sole proprietorship
   _____ 5. Business corporation
   _____ 6. Other (please specify) _____
6. What percentage of your group's gross revenue is derived from HMO/PPO contracts? (Either discounted fee-for-service or capitation payments)
   _____ 1. No prepayment
   _____ 2. 1 - 15%
   _____ 3. 16 - 35%
   _____ 4. 36 - 50%
   _____ 5. 51 - 90%
   _____ 6. 91 - 100%
7. In what state or province is your group located? _____
8. Which best describes your current primary practice location?
   A. Metropolitan area with a population greater than 500,000
   _____ 1. Central city location
   _____ 2. Suburban location
   B. Metropolitan area with a population between 100,000 and 500,000
   _____ 3. Central city location
   _____ 4. Suburban location
   C. Nonmetropolitan areas
   _____ 5. City of 50,000 to 99,999
   _____ 6. City of 20,000 to 49,999
   _____ 7. Rural (less than 20,000 population)

Medical Group Medical Management Association
1987 Physician Compensation Survey Based on 1986 Data

Physician Compensation Survey and Report Evaluation Form

The Medical Group Management Association and the Center for Research in Ambulatory Health Care Administration would appreciate your feedback on the Physician Compensation Survey questionnaire and report. Since this is the first physician compensation survey conducted by the Association of its member groups, the MGMA/CRAHCA staff feels that an opportunity exists to make improvements on subsequent surveys and reports. Please make a photocopy of this page, answer the questions, and return it to CRAHCA, 1355 South Colorado Boulevard, Suite 900, Denver, Colorado 80222-3331. We are looking forward to receiving your input.

1. In general, what type of specific physician compensation information is most useful to you?

2. How do you use this information in your medical group?

3. Which tables or graphs in this report did you find most useful?

4. How did you use the information from these tables or graphs?

5. What information is missing from this report?

6. Which tables or graphs in this report have minimal or no value to you?

7. What suggestions for improvement of this survey report can you offer to MGMA/CRAHCA?

8. There is much available data that has not been presented in this report. If MGMA/CRAHCA offered a custom analysis service that would prepare tables to your specifications for a fee, would you be likely to subscribe to such a service? If so, what kinds of information would you request?

Center for Research in
Ambulatory Health Care Administration
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